

A Study on Job Stress and Quality of Work Life of Faculty Members of Engineering and Arts & Science College

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Abstract: Job is a group of position involving similar duties, responsibilities, knowledge and skills. Each job has certain designation and is different from other jobs. We live in stressful times. We are putting up with heavy job loads and unreasonable demands. We are swallowing outrage and frustration with unfair situations and irrational superiors because we cannot afford to be laid off or fired. We have already been laid off and we are struggling to find another job. Stress at work is a relatively new phenomenon of modern lifestyle. The methodology of research is a way to systematically solve the research problem. The methodology of research indicates the general pattern of organizing the procedure for gathering valid and reliable data for the purpose investigation. The study found that the demographic variable like family system, number of dependent, age, marital status, educational qualification, monthly income, years of experience, work environment and spent time with friends and relatives do influence the level of job stress of the respondent. The study also brings out that the demographic factors number of dependent, educational qualification, monthly income, years of experience, shift work system, working environment and spent time with friends and relatives do influence the level of quality of life of the respondent. The present study found that the level of job stress influences the level of the quality of life. The study concludes that moderate level of job stress and quality of life was found among the majority of the respondents. It was concluded that job stress influences the quality of life of teaching faculty. It is also concluded that the demographic variables do influence the level of job stress and quality of life of teaching faculty. It is also known from the study that if the faculty are not satisfied in their job they feel stress and it will affect the organisations profitability and effectiveness.

Keywords: Job, Stress, Quality of work life, Job satisfaction and Job Stress

INTRODUCTION

Job is a group of position involving similar duties, responsibilities, knowledge and skills. Each job has certain designation and is different from other jobs. The position is a group of tasks and duties regularly assigned to one person. The Job refers to the sum total of an individual assignment at the workplace.

Job satisfaction can be influenced by a person's ability to complete required tasks, the level of communication in an organization. Any combination of psychological and environmental circumstances that cause a person truthfully to say I am satisfied with my job [9]. "Job satisfaction focuses on the role of the employee in the workplace. Job satisfaction as effective orientations on the part of individuals towards work roles which they are presently occupying"[10].

Stress may be defined as a state of psychological and /or physiological imbalance resulting from the disparity between situational demand and the individual ability and / or motivation to meet those demands. Stress is rate of all wear and tear caused by life.

We live in stressful times. We are putting up with heavy job loads and unreasonable demands. We are swallowing outrage and frustration with unfair situations and irrational superiors because we cannot afford to be laid off or fired. We have already been laid off and we are struggling to find another job. Stress at work is a relatively new phenomenon of modern lifestyle. The nature of work has gone through drastic changes over the last century as it is still changing at whirlwind speed. Stress has touched almost all professions. Stress poses a threat to the physical health of the individual. Work related stress in the life of organized workers, consequently, affects the health of organizations. Organizational life is quite stressful. Work pressure, tight schedules, meetings that never seem to end on time, unhelpful colleagues, critical bosses, incompetent subordinates and a host of other irritating factors may all have a cumulative effect in making the lives of modern-day executives quite miserable. As well as all know, stress is the body's reaction to any demand made on it. Perceptions of events, whether positive or negative, active stress. It is, therefore, a highly individual affair. The stressful to

'X' may not be so to another. But it is fairly easy to conclude that everyone lives under a certain amount of stress. In fact, only the people without stress are dead. At the same time, it is certainly wrong to conclude that stress is always bad. Mild stress may improve productivity. It may force people to focus more sharply on the problem and produce solutions. But if stress is severe and persists for long periods of time, it can be harmful. Stress can be disruptive to an individual as an accident. It can lead to poor performance on the job, excessive use of alcohol or other drugs, poor attendance or even overall poor health. In fact, there is growing evidence that undue stress is related to the diseases that major cause of death-coronary heart disease, stroke, hypertension, diabetes, cancer, cirrhosis and also suicide(Selye, Theorell and French,Margolis).

OBJECTIVES OF THE STUDY

1. To compare the job stress among the engineering and arts & science college faculty members.
2. To investigate their emotional feelings on the roles performed by the faculty in their profession.

REVIEW OF LITERATURE

Adriana Ortega *et al* [1] reveals from their study on "Stress Indicators and Eating Habits among Working Malaysian Women" in the Klang Valley region in Malaysia. The study aims to measure the health behaviours and work content assessment. The study concluded that these associations observed between the stress and food related behaviour could be their attempt to cope with the demands and emotional discomfort. The result shows that a young professional women in Malaysia reported high level of stress and unhealthy food related behaviour pattern.

Balasubramanian Vimala and Chokalingam Madhavi [2] explored "A study on stress and depression experienced by women IT professionals in Chennai, India". The study uses a descriptive research design. A study reveals that women IT Professionals experience considerable level of stress and depression. Overall stress level was high among employees with more than 6 years of experience. Age and experiences have impact on depression levels. Managers must take essential measures to help them to overcome these health-related problems. This would help not only employees but also the managers to improve the productivity ratio. Safeguarding the mental health of employees was the basis for a peaceful nation. A women's peace paves peacefulness in the family, then the whole community and ultimately the whole nation.

Estryn-Behar.M *et al* [3] study on "Stress at work and mental health status among female hospital workers" in Paris area. The study aims to analyse the relation between working condition and mental health

status of female hospital workers. Percentage healthcare indicators were considered: A high score to the general health questionnaire, fatigue, sleep impairment, use of anti-depressant, sleep piles. The study reveals the association between work involving an excessive cumulating of stress factors and mental well-being should be considered in interventions aimed at improving working condition of hospital workers.

Laura Fenster *et al* [4] conducted a study on "Psychological Stress in the Workplace and Menstrual Function" of healthy working women. Their study was to explore the associations of several environmental and lifestyle exposures with menstrual function in healthy premenopausal women. It was conducted by the California Department of Health Services in collaboration with the Division of Research of Kaiser Permanente Medical Care Program of Northern California. They conclude the study that women working in stressful jobs were twice as likely to have a short menstrual cycle as women working in non-stressful jobs.

Mohan N. & Ashok J. [5] examined on their study on "Stress and Depression experienced by Women Software Professionals in Bangalore, Karnataka". Their study was to explore the influences of age and experience on stress and depression and the relationship between stress and depression. The variable they selected for the study were Role conflict, Role overloaded, role ambiguity, lack of group cohesiveness, lack of superior support, job difficulty, constraints of changes rule and regulations and job requirement capability mismatch. The study reveals that over all stress is high among the women employees with more than five years and low among the employees less than three years. There was a significant difference in the level of stress and depression compared to other women professionals. They also concluded that the management should provide various types of training and development facilities to the women employees in order to reduce the stress in organisation.

Noraini M.Noor [6] conducted a study on "Work and family roles in relation to women's well-being: the role of negative affectivity(NA)" with employed and non-employed women. The study was to examine the extent to which NA act as a confound and other possible roles of NA as a moderator or mediator. The result showed that NA had direct effects on well-being and also acted as a partial confound for symptoms of both distress and happiness. NA inflated the relationship between certain role variables and distress symptoms, but was found to underestimate the influence of certain role variables in predicting

happiness. Neither the moderator role nor the mediator role of NA was observed.

Ramya P and Mallika N [7] focused on their research study on “The Impact of Demographic Variables on Occupational Stress among Working Women”. The study was to determine the occupational stress among working women in Chidambaram, Tamilnadu. The study was concluded that the occupational stress is medium and low and the demographic variable such as income and experience is significantly influence the occupational stress of employees.

L.Ranjit and L.Mahespriya [8] focused a study on “Job Stress and quality of women software employees”. The study concluded that demographic variables do influence job stress and quality of life of the software employees.

METHODOLOGY

The methodology of research is a way to systematically solve the research problem. The

methodology of research indicates the general pattern of organizing the procedure for gathering valid and reliable data for the purpose investigation.

The methodology of this study includes the description of research design, sample size, sampling technique, development and description of tool, data collection procedure and method of analysis. The validity of a research depends on the systematic method of collecting the data and analysing them methodically. In the present study, extensive use of both primary and secondary data is used systematically.

Sampling Procedure

Engineering and Arts & Science colleges in Tamil Nadu forms the population from which the sample has been obtained for the study. The rationale for choosing all the districts of Tamil Nadu and methodology adopted in selecting the sample employed are described in detail in the following paragraphs.

ANALYSIS AND INTERPRETATION

Table 1: Demographic Variables

Variables	Particulars	Frequency	Percentage
Nature of Employment	Aided	67	44.7
	Non-Aided	83	55.3
Family system	Joint Family	59	39.3
	Nuclear Family	91	60.7
Number of Dependent	Less than 3 members	52	34.7
	3-4 members	66	44.0
	More than 4 members	32	21.3
Age	Below 25 years	47	31.3
	25-30 years	54	36.0
	Above 30 years	49	32.7
Marital status	Married	92	61.3
	Unmarried	58	38.7
Educational Qualification	PG	47	31.3
	PG with MPhil	43	28.7
	Mphil (NET /SET)	36	24.0
	Ph.D	24	16.0
Monthly Income	Less than Rs.25000	41	27.3
	Rs.25000 – Rs.50000	73	48.7
	Above 50000	36	24.0
Years of Experience	Below 5 years	32	21.3
	5-10 years	61	40.7
	Above 10 years	57	38.0
Satisfied with Working Environment	Yes	110	73.33
	No	40	26.67
Spent time with relatives and families	Every time possible	60	40
	Week end	50	33.3
	Not much	40	26.7

The table shows that 53.3% of the respondents belong to the Non-Aided under the nature of the

employment. Under the Family system 60.7% of the respondents belong to Nuclear family. 44% of the

respondent's family had 3-4 dependents. 36% of the respondent belongs to the age group of 25-30 years. Majority of the respondent 61.3% were married. 31% of the respondents were PG educational qualification. Nearly 48% of the respondent belongs to monthly income of Rs.25000 to Rs.50000 category. 40.7% of the respondent with 5-10 years of experience. 73.33% of the respondents were satisfied with their work environment. 40% of the respondent spent every time possible with their relatives and families.

FINDINGS AND SUGGESTIONS

The study found that the demographic variable like family system, number of dependent, age, marital status, educational qualification, monthly income, years of experience, work environment and spent time with friends and relatives do influence the level of job stress of the respondent. The study also brings out that the demographic factors number of dependent, educational qualification, monthly income, years of experience, shift work system, working environment and spent time with friends and relatives do influence the level of quality of life of the respondent. The present study found that the level of job stress influences the level of the quality of life.

CONCLUSION

The study concludes that moderate level of job stress and quality of life was found among the majority of the respondents. It was concluded that job stress influences the quality of life of teaching faculty. It is also concluded that the demographic variables do influence the level of job stress and quality of life of teaching faculty. It is also known from the study that if the faculty are not satisfied in their job they feel stress and it will affect the organisations profitability and effectiveness. The organisation should ensure that as far as practically possible, there is adequate scope for individual customization of work content and performance reward structures, as well as characteristics of the work environment, based on demographic profile. The challenges posed by such an approach are likely to be recognized by the profit in terms of business performance.

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