



Bharathidasan College of Arts and Science

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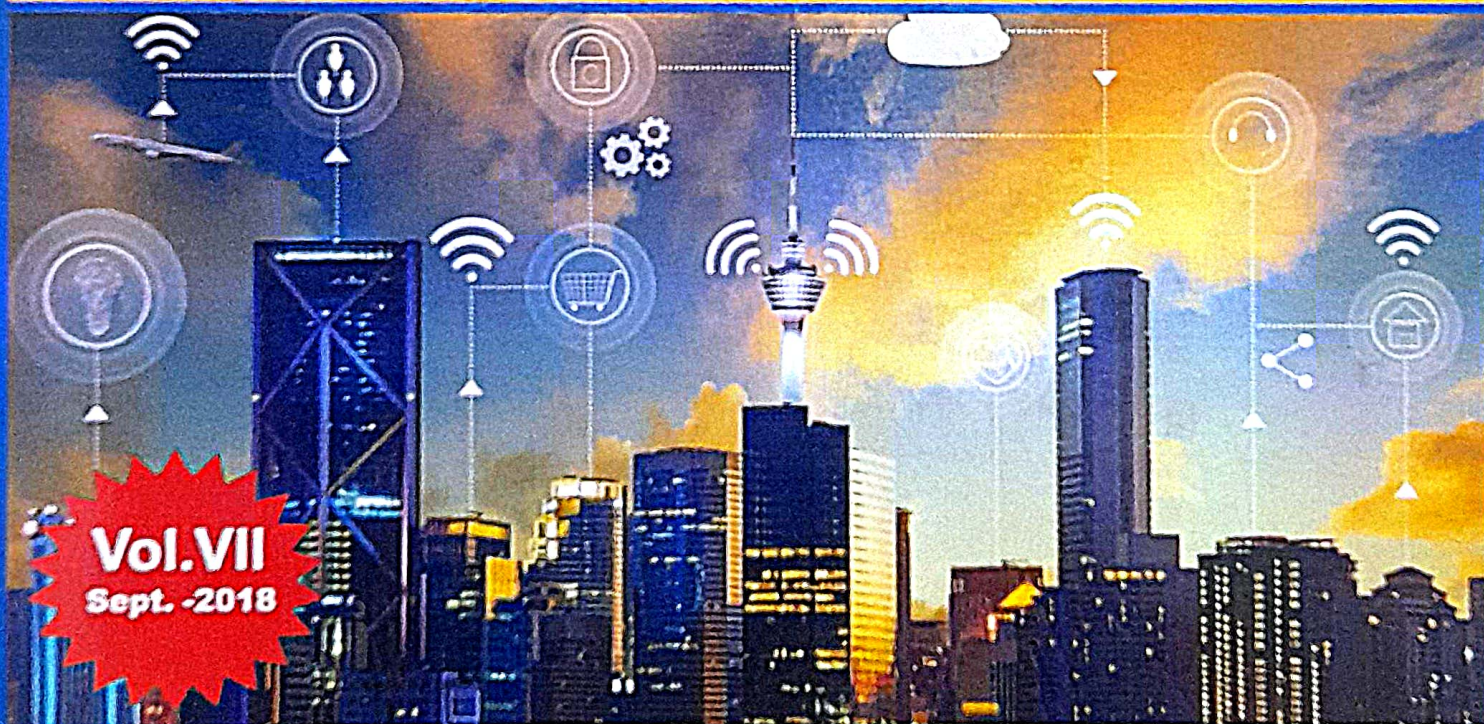
PRIMAX FOUNDATION



(Registered Under the Karnataka Society Reg. Act 1960)

Reg. No. JNR-S211-2015-16, Bangalore, Karnataka, India.

Impact of Digital Economy in India



Vol.VII
Sept. -2018

PUBLISHING PARTNER

International Journal of Scientific Research and Review

(A Peer Reviewed / Referred Journal)

B/11 - 157, Katraj-Dehu Road, Pune, INDIA website : www.dynamiccpublisher.org



International
Organization for
Standardization
7021-2008



UGC Approved Journal No. 64650

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CONTRIBUTION OF FAMILY AND DOMESTIC FACTORS TO OCCUPATIONAL STRESS AMONG COLLEGE TEACHERS

Dr. R .Shanthi¹

G.Solvaraj²

Abstract

Self-financing educational institutions teachers are affected by stress because of so many factors like heavy workload, low salary, time of work, management pressure and pressure to do organizational work which leads to stress and even these affect the performance of work of teachers in several ways. The main objective of this study is to find out whether Family and Domestic Factor contribute to occupational stress. In this research around 200 faculties are randomly selected and the data is gathered through the distribution of questionnaire. Results of CFA and SEM showed that family and domestic factors contributed to occupational stress.

Keywords: Higher Education, Job stress, Job Performance, Faculties and Education

Introduction

Education is an important device for bringing out the potentialities of human beings. The quality of their education depends to a great extent upon the quality of their teachers. In many countries higher education teacher's job is considered as one of the most stressful professions. Many studies in the field of teachers stress show that the greater part of stress is associated with the rapid pace of changes in the education like anger, anxiety, depression, conflict, and frustration, resulting from the nature of work.

Though the teaching profession is considered to be a noble and honest profession with many positives, there are too many difficulties to be faced by the teachers particularly by self-financing college teachers with the various factors that cause stress. Stress inhibits the thought provoking skills and individual effectiveness and even exhibits dissatisfaction of the teachers. Keeping in view the above problems into consideration and to fill up the research gap identified the researcher made an attempt in the present study to examine the occupational stress and work performance of the teachers of

Arts and Science self-financing colleges in Erode District of Tamil Nadu.

Objectives of The Study

The main objective of the study is to find out whether Family and Domestic Factor contribute to occupational stress.

Review of Literature

Clement Franco et al., (2010) examined the efficacy of a mindfulness training program to reduce psychological distress in a group of teachers. The sample comprised of 68 teachers of secondary school education from various public schools in Spain. The study revealed that mindfulness techniques were effective in reducing psychological distress. The mindfulness techniques helped develop cognitive flexibility and have a control over negative thoughts, feelings and bodily sensations.

Manikandan (2012) found lack of mental health may lead to unhappiness, failure, misery and even insanity among individuals. Hence an attempt has been made in this study to find out whether sex and institution influences occupational mental health of teachers. It revealed that sex and institution has significant main and interaction effects on certain components of occupational mental health but not on the total occupational mental health.

Hassan Denial Aslam (2013) his paper explored level of professional stress in college teachers and ways of minimizing stress among teachers. This comparative study comprises of 400 faculty members of colleges by using convenient sampling technique to collect the responses of data collection have been used as standardized questionnaires and semi structured interviews have been conducted to investigate the issue. This research is highly useful for management, administration and faculty members of colleges and indirectly students could be the beneficiaries of the recommendations and suggestions.

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Partap Singh et al., (2015) conducted to explore the faculty perception towards occupational stress using established questionnaire, data collected from five departments in the private colleges. To find opinion about teaching and handling students, to find out the stress creators, to analysis of sharing stress problems, to find out techniques applied by the College teachers for managing stress.

Suganya (2016) teachers are the most resourceful persons not only for schools and colleges but also for the society. They shape the society through their mighty intervention in the life of students. Stress is unavoidable part of life due to increasing workload and complexities in daily life. Now-a-days the world is said to be world of achievement and also the world of stress. Stress is anywhere and everywhere, whether it is in family, friends, business, institute or society.

Methodology

The study is Descriptive in nature. The sample consisted of 200 faculties form two institutions. Random Sampling was used to select samples. Selected Colleges are Kaamadhenu Arts & Science College, Sathyamangalam and Shree Venkateshwara Hi- Tech Engineering College, Gobi. SPSS AMOS was used to test the model.

Results and Discussion

Table - 1 : Demographic Profile

Particulars	Respondents	Frequency	Percentage
Gender	Male	63	31.5
	Female	137	68.5
Age	Upto 30	62	31.0
	31 – 40	132	66.0
	41 – 50	5	2.5
	Above 50	1	.5
Qualification	Post graduation	80	40.0
	Post graduation with M.Phil	119	59.5
	Post graduation with Ph.D	1	5.0
Marital status	Married	114	57.0
	Unmarried	86	43.0
Experience	Upto 5	116	58.0
	6 – 10	67	33.5
	11 – 15	12.0	6.0
	Above 15	5.0	2.5
Monthly income	Upto 10000	92	46
	10001 – 15000	99	49.5
	15001 – 20000	07	3.5
	Above 20000	02	01
Family members	Upto 4	183	91.5
	5 and 6	13	6.5
	7 and above	04	02
Designation	Assistant professor	157	78.5
	Associate professor	33	16.5
	Professor/Head/Dean	10	0.5
College name	Kaamadhenu, Sathy	77	38.5
	Shree Venkateshwara, Gobi	123	61.5

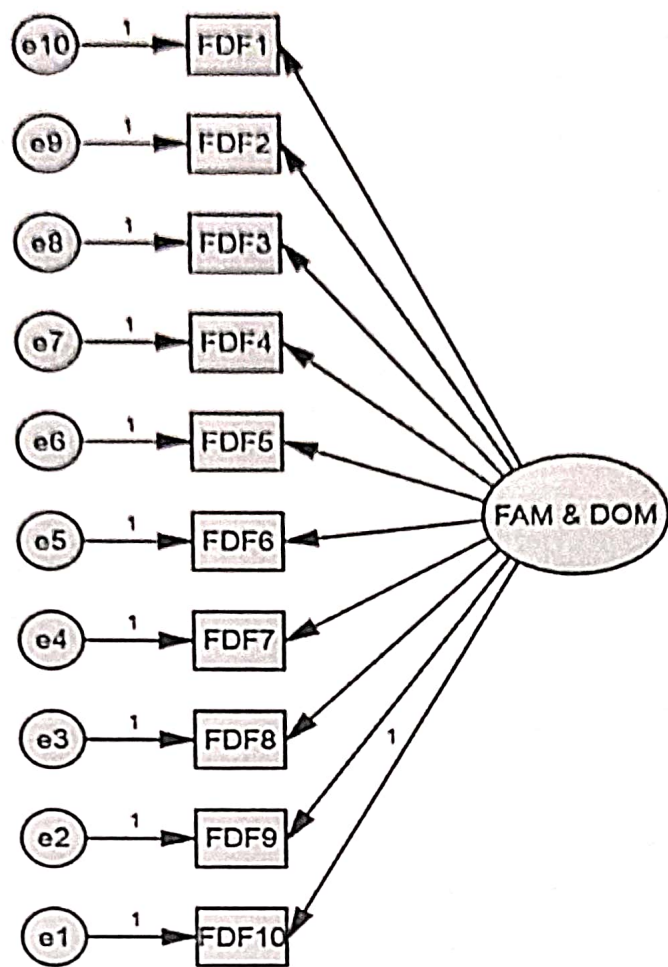


Fig. 1

Regression Weights of Family and Domestic factor

			Estimate	S.E.	C.R.	P
FDF10	←	1FDF	1.000			
FDF9	←	1FDF	.826	.126	6.545	***
FDF8	←	1FDF	.820	.118	6.963	***
FDF7	←	1FDF	1.035	.134	7.700	***
FDF6	←	1FDF	.527	.102	5.171	***
FDF5	←	1FDF	.639	.100	6.380	***
FDF4	←	1FDF	.648	.104	6.250	***
FDF3	←	1FDF	.652	.109	5.959	***
FDF2	←	1FDF	.618	.100	6.197	***
FDF1	←	1FDF	.631	.108	5.820	***

Regression Weights of Stress

			Estimate	S.E.	C.R.	P
I15	←	STRES	1.000			
I14	←	STRES	2.792	.628	4.450	***
I13	←	STRES	2.028	.453	4.478	***
I12	←	STRES	1.548	.393	3.939	***
I11	←	STRES	-.025	.194	-.129	.898
I10	←	STRES	-.882	.266	-3.309	***
I9	←	STRES	.318	.192	1.656	.098
I8	←	STRES	.149	.196	.763	.446
I7	←	STRES	.506	.234	2.162	.031
I6	←	STRES	.010	.181	.056	.955
I5	←	STRES	.047	.183	.257	.797
I4	←	STRES	.212	.232	.914	.361
I3	←	STRES	.220	.235	.933	.351
I2	←	STRES	.111	.206	.542	.588
I1	←	STRES	-.035	.234	-.148	.882

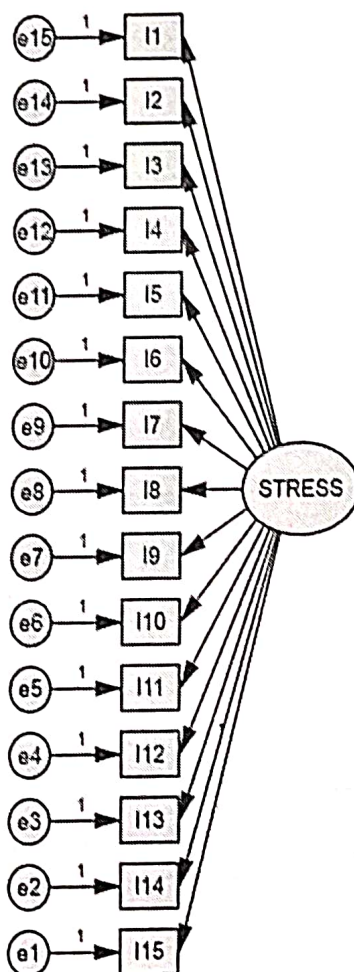


Fig. 2

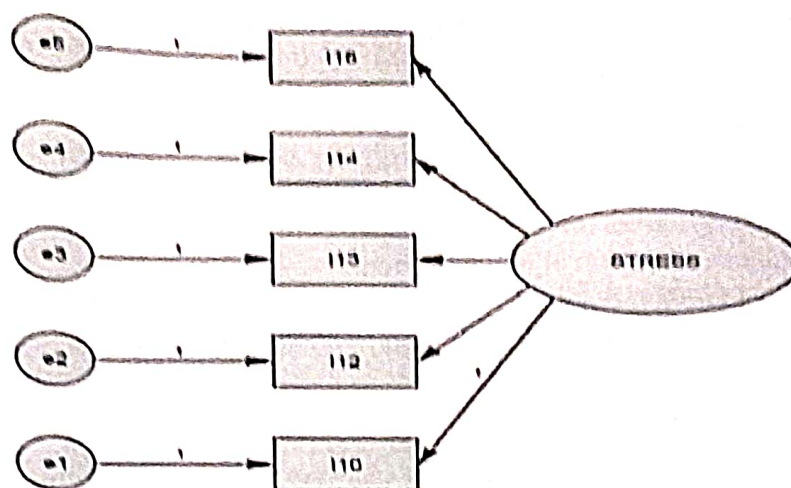


Fig. 3

Regression Weights of Stress

			Estimate	S.E.	C.R.	P
I10	←	STRESS	1.000			
I12	←	STRESS	.939	.112	8.398	***
I13	←	STRESS	1.178	.088	13.315	***
I14	←	STRESS	1.338	.094	14.176	***
I15	←	STRESS	1.308	.103	12.697	***

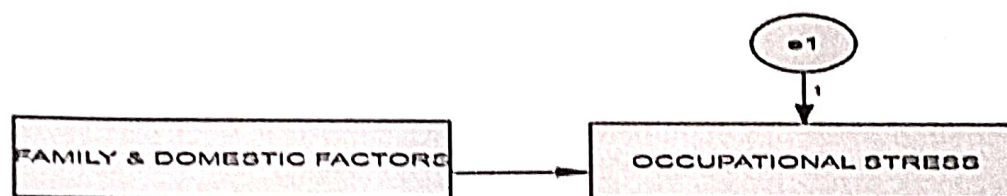


Fig. 4

Regression weights of model

			Estimate	S.E.	C.R.	P
Stress	←	Family & Domestic Factor	.279	.047	5.907	***

Confirmatory Factor Analysis

For measuring family and Domestic factor, 10 items were used which were found to be contributing to the dimension. For measuring Stress, 15 items were used, out of which only 5 were found to be contributing to the dimension.

SEM

For SEM, two variables were considered. Independent variable is family and Domestic factor and Dependent variable is Stress. Items which were not contributing to the model were removed.

Conclusion

In this study, it is confirmed that family and domestic factors also contribute to occupational stress. Every institution puts its best efforts to be a best institution in imparting knowledge. To serve this purpose the strongest assets

available to organizations are its human resources, that is the teachers who are the sources of ample amount of information and knowledge. Teaching profession is generally considered as a noble profession with lots of expectations from various sections of the society. Many assume that teaching profession is the least stressful careers. Although not highly paid in comparison to professionals in the commercial sector, academics have been envied for their tenure, light workloads, flexibility and the freedom to pursue their own research interest. However during the past two decades many of these advantages have been eroded. Like many other organizations with changes in trend and expectations the teaching career also carries a huge amount of stress. Greater part of stress is associated with the rapid pace of changes in education in the last decade.

Finding a teacher who doesn't feel stressed is possibly like trying to find a needle in a haystack. Faculties should try to balance the job and their family. Better planning will help to reduce the stress in their occupation.







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(Registered Under the Karnataka Society Reg. Act 1960)
Reg. No. JNR-S211-2015-16, Bangalore, Karnataka, India.



Primax International Journal of Commerce and Management Research, Bangalore.
Print ISSN: 2321-3604 Online: 2321-3612

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Shanlax International Journal of Arts and Science

(ISSN: 2321-788X)

Kaav International Journal of Economics, Commerce & Business Management, Delhi

ISSN: 2348-4969

Impact Factor: 7.8902

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