

Job Stress of Pharmacy College Teachers in Tiruchirappalli District

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N. Senthamil Selvamurugan

*Assistant Professor, Department of Management
Christhuraj College, Panchapur, Trichy, Tamil Nadu, India*

Abstract

This research will examine the degree of job stress in teachers of pharmacy colleges in Tiruchirappalli district. Good teaching and academic performance require the establishment of a healthy working environment. Although this is significant, there is a lack of research on the issue of job stress among college teachers in the Indian context.

The research design used in this study was quantitative. The sample size was 50 teachers who were in private colleges of pharmacy and a convenient sampling method was employed. A structured questionnaire was used in data collection. Chi-square test, independent sample t-test and one-way ANOVA statistical methods were used to test the relationship and differences by demographic variables and job stress levels.

The findings showed that 52 percent of the respondents had a high degree of job stress with 48 percent experiencing low degree of stress. A strong correlation was noticed between the job stress levels and the age of the respondents. Nonetheless, religion and job stress did not show any significant relationship. Also, no major differences were established between educational qualification, pay, and work stress.

The paper concludes that job stress is common among pharmacy college teachers and the importance of early detection and treatment. To improve the quality of teaching and teacher well-being, institutional leaders and policymakers must adopt good counseling, stress management programs and conducive work environments.

Keywords: Job Stress, Pharmacy College Teachers, Chi-square Test, ANOVA, Independent Sample t-test.

Introduction

The life today is challenging. The extremely significant reaction of the organism to the teaching environmental situation is stress (Luthans et al, 1994).

The HSS teachers of the female gender report higher stress levels than the male higher secondary school teachers (olive et al: 2016) do. This is because the female teachers who are not involved in supervising the terminal stage school students must take care of their family members, they could not afford to give the same attention to the working environment and family environment. Therefore, the outcome is an improved level of stress. This study was done by survey method.

Literature Review

Need and Significance of the Study

Stress is a psychological and physiological reaction, which happens when people feel that there is unequal demand and their capacity to deal with it. The contemporary academic world is often stressful because of the intensified workload, pressure on the part of the administration and performance demands. Stress may cause the neuroendocrine system in the body to trigger negative biological and psychological effects because of prolonged exposure.

Depression, anxiety, and cognitive impairment associated with chronic stress have been linked, and eventually, to teaching effectiveness and

professional satisfaction. It also adversely affects immune activity and puts a person at risk of cardiovascular diseases. Job stress among faculty members in the context of higher education may decrease productivity, decrease the quality of teaching, and impede the development of institutions.

In recent literature, scholars have noted that academic practitioners are susceptible to work-related stresses especially with the changing educational requirements, digital revolution, and pressure in research. Yang et al. reported that chronic stress has a great impact on cognitive and emotional functioning. On the same note, Lu et al. highlighted the harmful effect of stress on immune response, whereas Ho et al. published that it is linked to cardiovascular risks.

Newer research is more convincing in the higher education setting. Skaalvik and Skaalvik discovered that workload and role conflict are major factors that lead to teacher burnout. Pressley detected a higher level of stress in teachers as a result of academic variable conditions. Moreover, Garcia-Carmona et al. affirmed that emotional exhaustion and low job satisfaction are closely associated with occupational stress.

The word stress has its roots in the Old French *estrece*, which translates to narrowness or oppression and the Latin *strictus*, which translates to drawn tight. Stress in the workplace occurs through different forms like burnout, anxiety, irritability, and poor work efficiency.

Job stress is a complicated aspect to cope with because it relies on various personal and organizational aspects. Previous studies by Buunk highlighted that coping with stress depends not only on how individuals cope with stress but also on environmental factors. On the same note, S. Kaur concluded that the determinants of stress among faculty members are varied, and they depend on administrative and institutional elements.

In spite of the accumulated literature, there is dearth of empirical studies on pharmacy college teachers especially in the regional settings like Tiruchirappalli district. This research project will address this gap in the existing research by examining the levels of stress and determining the factors related to it among pharmacy educators. The results

will guide policymakers and institutional leaders to develop effective stress management interventions and enhance the overall situation in the academic setting.

Conceptual Definition

Job stress is a situation where the person is affected in terms of physiological and psychological balance by the work related demands resulting in a deviation with regards to the normal functioning with the job and the working environment.

Method

Research Design

The research design used in this study was cross-sectional quantitative research design to determine the extent of job stress among pharmacy college teachers at one point. The design fits the study because it helps the researcher to examine correlation among demographic variables and stress levels effectively.

Study Setting

The research was carried out in the Tiruchirappalli District in Tamil Nadu because it was chosen based on the fact that there are a good number of pharmacy colleges scattered both in rural and urban set-ups. This will guarantee sufficient representation of diverse teaching settings.

Population of the Study

The population of interest consisted of pharmacy college teachers of self-financing institutions in Tiruchirappalli District.

Sampling Technique and Sample Size

This study used a multi-stage sampling method:

The sample size was determined in the first phase where pharmacy colleges were identified and selected through a cluster sampling method with the college being a cluster. This method was selected because of the geographical location of institutions and the constraints of feasibility.

In the second phase, convenience sampling was employed to identify the respondents (teachers) in the selected colleges, according to their availability and readiness to take part.

A total of 50 pharmacy college teachers were included in the study.

Rationalization of Sampling Method

The cluster and convenience sampling combination was used because of:

- School-based limitations like time and availability.
- Physical dispersion of institutions in the district.
- Facility in gathering data in chosen clusters.

Despite the fact that probability sampling will increase the level of generalizability, the selected approach fits well in the exploratory researches, and it also offers meaningful initial observations on job stress among pharmacy educators.

Inclusion and Exclusion Criteria

Inclusion Criteria

- Male and female pharmacy college educators.
 - Educators in rural and urban schools.
- Teachers who are willing to take part in the study.

Exclusion Criteria

- Teachers who were not willing to participate
- Unfinished or not filled questionnaires.

All participants were required to sign an informed consent before any data was gathered.

Data Collection Instrument

The research tool that was used to gather data was a structured questionnaire based on existing validated instruments and tailored to the study objectives.

The questionnaire was divided into two parts:

Demographic Profile

Some of the variables that are included are age, gender, caste, religion, educational qualification, teaching experience, nature of job, salary level, and the activities of professional development.

Job Stress Assessment

Incorporates questions to assess stress-related variables on response in categories: Yes/No and levels of control (complete control, partial control, no control).

Data Collection Procedure

Teachers in the pharmacy colleges of the selected institutions were issued with the questionnaire. The participants were asked to fill in the questionnaire on their own. Clarifications to necessary questions were made to get the correct answers.

Data Analysis

The data obtained were examined with the help of the relevant statistical software:

- Percentage Analysis - to explain demographic characteristics.
- Chi-square Test - to test relationships between nominal variables.
- Independent Sample t-test- to compare the difference in mean of two groups.
- One-way ANOVA - to compare the variance between two or more groups.

Area of the Study

This paper narrowed down to the teachers of the pharmacy college in Tiruchirappalli District.

Importance of the Research

The psychological wellbeing and stress of the teachers is critical in the achievement of good teaching and learning. Educators are the support skeleton of the education system and their welfare has a direct impact on the performance of students and the quality of the institution.

The knowledge of job stress among pharmacy educators is necessary in order to:

- Enhancing teaching effectiveness
- Promoting mental well-being
- Supporting policy-level interventions
- Developing a healthy academic climate.

Objectives of the Study

- To analyze job stress with respect to demographic variables such as age, gender, caste, and religion.
- To examine job stress in relation to educational qualification, teaching experience, and nature of work.
- To assess the influence of salary, higher studies, and refresher courses on job stress.

Hypotheses of the Study

- There is a significant association between age and job stress.
- There is no significant association between religion and job stress.
- There is no significant difference between educational qualification and job stress.
- There is no significant difference between nature of job and job stress.
- There is a significant difference between salary level and job stress.

Table 1 Sample Respondents According to their Age

Particulars	No of Respondents	%
Below 30yrs	15	30
40 to 50yrs	20	40
Above 50yrs	15	30
Total	50	100

Source: Primary data

Based on the table, it is evident that, 40 percentage of the respondents are in the 40 to 50 years age category. The 30 percent of the respondents are under the age of below 30 years and above 50 years respectively. It is concluded that - a third of the respondents are the age group of 40 to 50 years.

Table 2 Sample Respondents According to their Sex

Particulars	No of Respondents	%
Male	24	48
Female	26	52
Total	50	100

Source: Primary data

From the table, it is clear that, 52 percentage of the respondents are females and 48 percent of the respondents are males. It is concluded that, over 50 percent of the respondents are of the female gender.

Table 3 Sample Respondents According to their Caste

Particulars	No of Respondents	%
ST	13	26
SC	5	10

MBC	5	10
BC	11	22
OC	16	32
Total	50	100

Source: Primary data

Based on the table, it is evident that, 32 percentage of the respondents are OC caste, 26 percent of the respondents are ST Caste, 10 percent of the respondents are those in the underclass.

SC caste and MBC caste respectively. The members of the BC castes are 22 percent of the respondents. It is concluded that, more number of respondents are in the OC caste and less number of respondents are in the SC and MBC castes.

Table 4 Sample Respondents According to their Religion

Particulars	No of Respondents	%
Hindu	15	30
Muslim	16	32
Christian	19	38
Total	50	100

Source: Primary data

Based on the table, it is evident that, 38percentage of the respondents are Christians, 38percent of the respondents are Muslims, 30 per cent of the respondents are Hindus. It is concluded that more than one third of the respondents are Christians, less than one – third of the respondents are Hindus.

Table 5 Sample Respondents According to their Educational Qualification

Particulars	No of Respondents	%
M.Pharm	22	44
M.Pharm with Ph.D	28	56
Total	50	100

Source: Primary data

Based on the table, it is evident that, 56 percentage of the respondents are under category of M.Pharm with Ph.D qualification, 44 percent of the respondents are having the educational qualification of M.Pharm degree only. It is concluded that, over half of the respondents are M.Pharmacy graduates with Ph.D. degrees.

Table 6 Sample Respondents According to their Teaching Experience

Particulars	No of Respondents	%
U.G	24	48
P.G	26	52
Total	50	100

Source: Primary data

Based on the table, it is evident that, 52 percentage of the respondents are experiencing teaching in P.G. classes, 48 percent of the respondents are experiencing teaching in U.G. classes. It is concluded that, more than half of the respondents are having teaching experience in P.G. classes.

Table 7 Sample Respondents According to their Teaching Experience in this College

Particulars	No of Respondents	%
U.G	23	46
P.G	27	54
Total	50	100

Source: Primary data

From the table, it is clear that, 54 percentage of the respondents are having teaching experience in P.G. classes in this college. The respondent is having teaching experience in U.G. classes in this college with 46 percent respondent. It is concluded that, more than 54 percentage of the respondents are having teaching experience in P.G classes in this college.

Table 8 Sample Respondents According to their Nature of Job

Particulars	No of Respondents	%
Full time	26	52
Part-time	24	48
Total	50	100

Source: Primary data

Based on the table, it is evident that, 52 percentage of the respondents are full-time teachers. Forty-eight percent of the surveyed teachers are part-time teachers. It is concluded that - over 50 percent of the respondents are full time respondents.

Table 9 Sample Respondents According to their Salary

Particulars	No of Respondents	%
Less than Rs.50000	13	26
Rs.50001 to 75000	13	26
Rs.75001 to 100000	11	22
Above Rs.100001	13	26
Total	50	100

Source: Primary data

Based on the table, it is evident that, 26 percentage of the respondents are earning the salary levels of less than, Rs.50000, Rs.50001 to 75000 and Above Rs.100000 respectively, 22 percent of the respondents are earning the salary levels of Rs.75000 to 100000 responsively.

Table 10 Sample Respondents According to their Pursuing of Higher Studies

Particulars	No of Respondents	%
Yes	25	50
No	25	50
Total	50	100

Source: Primary data

Based on the table, it is evident that, half of the respondents are undertaking the higher studies (ie) 50 percent. Although 50 percent of the respondents are not undertaking the higher studies.

Table 11 Sample Respondents According to their Attendance in the refresher Courses

Particulars	No of Respondents	%
Yes	26	52
No	24	48
Total	50	100

Source: Primary data

Based on the table, it is evident that, 52 percentage of the respondents have attended the refresher courses. Only 48 percent of the respondents have attended the refresher courses. It is determined that a greater percentage of the respondents are currently enrolled in the refresher courses (more than half).

Table 12 Opinion

Statements	No	NC	PC	CC	Yes	Mean	S.D
Q12	12 (24%)	5 (10%)	11 (22%)	7 (14%)	15 (30%)	3.16	1.557
Q13	9 (18%)	8 (16%)	9 (18%)	7 (14%)	17 (34%)	3.30	1.529
Q14	11 (22%)	7 (14%)	7 (14%)	9 (18%)	16 (32%)	3.24	1.572
Q15	12 (24%)	4 (8%)	8 (16%)	8 (16%)	18 (36%)	3.32	1.609
Q16	11 (22%)	8 (16%)	10 (20%)	7 (14%)	14 (28%)	3.10	1.529
Q17	11 (22%)	8 (16%)	6 (12%)	11 (22%)	14 (28%)	3.18	1.548
Q18	9 (18%)	8 (16%)	9 (18%)	7 (14%)	17 (34%)	3.30	1.529
Q19	11 (22%)	7 (14%)	7 (14%)	9 (18%)	16 (32%)	3.24	1.572
Q20	12 (24%)	4 (8%)	8 (16%)	8 (16%)	18 (36%)	3.32	1.609
Q21	11 (22%)	8 (16%)	10 (20%)	7 (14%)	14 (28%)	3.10	1.529
Q22	11 (22%)	8 (16%)	6 (12%)	11 (22%)	14 (28%)	3.18	1.548
Q23	10 (20%)	4 (8%)	9 (18%)	6 (12%)	21 (42%)	3.48	1.581
Q24	11 (22%)	9 (18%)	8 (16%)	8 (16%)	14 (28%)	3.10	1.542
Q25	10 (20%)	4 (8%)	7 (14%)	12 (24%)	17 (34%)	3.44	1.527

Findings

Opinion

Job Stress Factor Analysis and Interpretation.

The job stress factor analysis of teachers in the pharmacy college shows different levels of stress in the personal, professional, and institutional aspects. The average values show that the perceived stress is moderate to high in most variables.

Out of the listed factors, the highest mean score (3.48) was found on the aspect of feeling shy to demonstrate their college to the outsiders, which suggests that the image of the institution and its reputation are the two factors that affect the level of stress among teachers significantly. This implies that educators can be psychologically uncomfortable because of infrastructural or reputational issues, and they can be influenced by these factors in their professional self-esteem and social identity.

In the same way, the mean of feeling bored or having physical and mental fatigue (Mean = 3.44) and academic pressure (Mean = 3.32) had relatively

high mean values, as well. This is an indicator that work load intensity, repetitive teaching processes and performance expectations play a significant role in occupational stress. The results mentioned above point to the existence of burnout-related symptoms among teachers, which can affect the teaching performance and job satisfaction.

Additional indicators of job insecurity and time pressure being critical stressors are the factors of too much work in a short period (Mean = 3.30) and suspension or dismissal of job (Mean = 3.30). It means that organizational expectations and the uncertainty of employment are important factors in influencing stress levels.

There are also personal life factors with moderate effects on stress such as addition of a new family member (Mean = 3.24) and marital conflict (Mean = 3.18). This shows that job stress is not only a workplace issue but also influences work to life balance issues.

Regarding the stressors associated with teaching, the respondents indicated stress because of student disobedience (Mean = 3.24) and the task of taking up other classes during empty hours (Mean = 3.10). Such results indicate that workload distribution and classroom management are also related to the rise in the stress levels in faculty.

Conversely, other variables like lack of monetary security (Mean = 3.10), lack of a good auditorium (Mean = 3.18) and noisy college environment (Mean = 3.10) had a relatively low mean value. Despite the fact that such factors remain sources of stress, they seem to have a relatively lower effect compared to the psychological and workload-related stress factors.

Overall Interpretation

The results are obviously that the most dominant factor contributing to job stress among pharmacy college teachers are institutional image, workload pressure, and burnout-related factors. Environmental and financial factors influence it, but their influence is relatively moderate.

Notably, the findings imply that psychological and professional aspects prevail over infrastructural problems by determining the level of stress. This makes it necessary to pay more attention to institutions to:

- Reducing workload pressure
- Improving institutional reputation and support systems
- Treating burnout by mental health programs.

High	26	52.0
Total	50	100.0

Mean: 45.46 / Median: 46.50 / S.D.: 9.210 / Min.: 25 / Max.: 63

Table 13 Job Stress

Particulars	No of Respondents	%
Low	24	48.0

From the table, it is clear that, 48 percent of the respondents have low job stress and 52 percent of them have high job stress.

Table 14 Chi-square Test

	Job Stress						Statistical inference
	Low		High		Total		
	n	%	n	%	n	%	
Age							
Below 30yrs	10	41.7%	5	19.2%	15	30.0%	X ² =7.198 Df=2 0.027<0.05 Significant
40 to 50yrs	5	20.8%	15	57.7%	20	40.0%	
Above 50yrs	9	37.5%	6	23.1%	15	30.0%	
Total	24	100.0%	26	100.0%	50	100.0%	

Chi-square test to establish the relationship between Age of the respondents and their job stress.

Chi-square test is conducted as a way of establishing the relationship between the age of the respondents and their job stress.

Ho: The age of the respondents does not have a significant relationship with their job stress.

The chi-square test results shows that, out of 50 respondents. 15 fall within the age group of below 30

years, 10 of them experience low job stress and 5 of them experience high job stress.

In the age group of 40 to 50 years, 20 of them are present, 5 of them having low job stress, 15 of them having high job stress.

In the age group of above 50 years, out of 15 of them, 9 are having low job stress, 6 of them are having high job stress.

Table 15 Chi-square Test

	Job Stress						Statistical inference
	Low		High		Total		
	n	%	n	%	n	%	
Religion							
Hindu	9	37.5%	6	23.1%	15	30.0%	X ² =1.246 Df=2 0.536>0.05 Not Significant
Muslim	7	29.2%	9	34.6%	16	32.0%	
Christian	8	33.3%	11	42.3%	19	38.0%	
Total	24	100.0%	26	100.0%	50	100.0%	

Chi-square test to find out the association between religion of the respondents and their job stress.

Ho: No significant relationship exists between the job stress of the respondents and the religion.

Out of 50 respondents, 15 of them belongs to the Hindu Religion, 16 of them belongs to the Muslim Religion and 19 of them belongs to the Christian Religion. According to the Hindu Religion, they are 9 in the category of low job stress and 6 in the

category of high job stress.

Within the Muslim Religion, 7 of them has low job stress, 9 of them has high job stress.

Within the Christian Religion, there are 8 with low job stress and 11 with high job stress.

Table 16 T-Test

Job Stress	N	Mean	S.D	Statistical inference
M.Pharm	22	45.77	10.272	T=0.211 Df=48 0.834>0.05 Not Significant
M.Pharm, Ph.D	28	45.21	8.469	

T-test to find out the difference between Educational qualification of the respondents and their job stress.

Ho: Educational qualification of the respondents is not significantly different in relation to job stress.

The mean value of M.The degree holder of pharm stands at 45.77.

The mean value of M.Pharm with Ph. The degree attainment of D degree is 45.21.

The average value of M. The mean value of M is lower than the value of M when pharm degree holders. Pharm with Ph.D Degree holders.

So the M. The job stress of Pharm degree holders is the greatest.

Table 17 T-Test

Job Stress	N	Mean	S.D	Statistical inference
Full Time	26	45.46	8.636	T=0.001 Df=48 0.999>0.05 Not Significant
Part time	24	45.46	9.983	

To determine the difference between nature of job of the respondents and their job stress, T-Test.

Ho: There is no significant difference between nature of job of the respondents and their job stress.

The mean value of full time teachers is 45.46. The average value of part time teachers is 45.46. The mean value of both fulltime and part-time teachers are same. Thus, the two of them are equally stressed in their jobs.

Table 18 Oneway ANOVA

Job Stress	n	Mean	S.D	SS	Df	MS	Statistical inference
Between Groups				727.875	3	242.625	F=3.255 0.030<0.05 Significant
Less than Rs.50000	13	49.54	8.969				
Rs.50001 to 75000	13	48.62	8.119				
Rs.75000 to 100000	11	42.36	9.657				
Above Rs.100000	13	40.85	7.851				
Within Groups				3428.545	46	74.534	

Results of ANOVA of the salary of the respondents and job stress.

To find out the relationship between the independent variable salary of the respondents and dependent variable their job stress. The teachers earning the salary of less than Rs.50000 has the mean value of 49.54. The mean of the teachers who make the salary ranging between Rs.50001 to Rs.100000 is 48.62.

The mean value of the teachers who receive salary of between 75000 to 100000 is 42.36.

The teachers with salary level of higher than Rs.100000 earn the mean value of 40.85.

The teachers with the salary less than the Rs.50000 have the greatest job stress.

The teachers earning the salary of above Rs.100000 has the lowest job stress.

Findings

- Socio – demographic factors.
- There are about 40 percent of the respondents are in the age group of 40 to 50yrs.
- 30 percent of them are below 30yrs.
- 30 percent of them are above 50yrs.
- 52 percent of them are females and 48 percent of them are below male.

Those who are OC caste are 32percent. Then next to this, 26 percent of the respondents are SC caste. The percentages of BC caste are 22. The other SC and MBC is at 10 percent respectively. Majority of the respondent (ie) 38% are Christian in case of then.

32 percent of them are Muslims, the remaining 30 percent of them are Hindus. Over fifty percent of the respondents (ie) 56 percent of them are holding P.G with Ph.D. degrees. The rest 44 percent of them are undertaking P.G. degree alone.

54 percent of them are having teaching experience in P.G. depts., the remaining 46 percent of them are having teaching experience in U.G. depts.

52 percent of them are having teaching experience in P.G. departments. In this college. They are only having teaching experience in U.G. departments (48 percent of them).

Forty-eight percent of them are teachers who work part-time. Fifty two percent of them are full time teachers.

They are less than percent earning salary level of less than Rs.50000.

One quarter of them are receiving the wage range of 50000-75000. The other 26 percent of them are earning more than Rs.10000. only 22 percent of them are earning between 75000 and 100000. Half of them are taking up higher education. The other half of the them are not undertaking higher studies.

Four8 percent of them had attended refresher courses. Fifty two percent of them had not taken refresher courses.

Conclusion

The current paper has investigated the degree of job stress among the teachers of the pharmacy college in Tiruchirappalli District and its relationship with the chosen demographic and professional factors. The results show that a significant percentage of teachers are highly stressed at work, which implies that stress is an important issue in the academic setting.

It was found that job stress is significantly linked to age with teachers in the middle career having more stress than younger and senior faculty. On the contrary, other variables like religion, educational level and salary were not observed to play a significant role in stress levels.

Moreover, the research determined that the most significant contributors to job stress are workload pressure, academic demands, institutional image, and factors related to burnout and infrastructural and financial factors have a relatively small role. The

results obtained are quite consistent with the aims of the study, and they indicate that professional and psychological aspects contribute to stress among pharmacy educators.

On the whole, the research stresses the necessity of institutional-level interventions to address stress and support the well-being of teachers, which would increase the effectiveness of teaching and academic quality.

The research results bring significant information about mental health and employment stress in the teachers of pharmacy colleges.

In relation to the mental health, the teachers claimed that they had occasional to frequent sleep disturbances, which implies that there is some underlying psychological strain. Some respondents noted that they felt well, yet others noted that their mental health varied, which indicates a variation in the emotional state of faculty members.

The general stress levels show that 52 percent of the respondents are under high job stress and 48 per cent are under low stress levels, which means that a small majority of teachers are under stressful situations.

With regards to job-related stressors specific to the job:

- Shyness in exposing their institution to strangers (21%) was the most visible factor, which reflected the issues of concern regarding the institution image and professional identity.
- Other reasons that had a significant contribution to form stress levels were the absence of monetary security (18%), and the work overload in a short period (17%), which also suggests the role of financial insecurity and time pressure.
- Addition of new family members (17%) and academic pressure (16) are some of the factors added which indicate that individual responsibility and professional demands come together and affect stress.
- Lack of holiday/rest (15) shows the problems connected with the lack of rest as it can cause fatigue and burnout.
- Marital conflict (14%), though relatively lower, however, shows the impact of personal life factors on job stress.

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Questionnaire

1. Age: a) 30 years b) 30-40 years, c) 40-50 years, d) above 50 years
2. Sex : a) Male b) Female

3. Community : a) ST b) SC c) MBC d) BC e) OC
4. Religion : a) Hindu b) Muslim c) Christian
5. Educational Qualification: a) P.G only (M.Pharm) b) P.G with Ph.D (M.Pharm, Ph.D)
6. Teaching Experience: a) U.G b) P.G
7. Teaching Experience in this college: a) U.G b) P.G
8. Nature of Job: a) Full Time b) Part Time
9. Monthly Salary:
10. Are you pursuing higher studies: a) Yes b) No
11. Have any attended any refresher courses: a) Yes b) No
Yes, No, CC, PC, NC
12. Lack of holiday rest
13. Too much to do at short period.
14. Addition of new family member.
15. Academic pressure.
16. Lack of monetary security.
17. Marital conflict.
18. Suspension or dismissal from job.
19. Do you feel disturbed when your students disobey in the class.
20. Do you think that the curriculum contain irrelevant material.
21. Do you take classes during the vacant period of other teachers.
22. Do you feel lack of a good auditorium in your college.
23. Do you feel shy in showing your college to the outsides.
24. Is your college situated at such a place which makes its environment, quite noisy.
25. Do you get bored easily in your profession or feel physical or mental fatigue very soon.

Author Details

N. Senthamil Selvamurugan, *Assistant Professor, Department of Management, Christhuraj College, Panchapur, Trichy, Tamil Nadu, India, Email ID: Senthamilmurugan6@gmail.com*