

A Study on Work Stress and its Impact on the Productivity of The Teaching Faculty of Higher Educational Institutions in Bangalore City

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Abstract

The present study focuses on understanding the importance the education in the development of every individual in the society as it immensely contributes for the development of both the individual as well as the nation at large. However from the literature available on this concept reveals fact that emergence of business dynamics and academics no longer remains to be a profession which is stress free. Increased globalization and competition in Indian economy has made the teaching profession more dynamic and challenging. The roles and responsibilities to be performed by the faculty members in the educational institutions are not confined only to teaching rather they are expected to perform lot of duties and responsibilities towards institutional capacity building activities. The paper identifies various common stressors experienced by faculty members working in the colleges of Bangalore city in Karnataka.

Keywords: Stress, Globalization, Dynamics, Faculty Members

Introduction

Education is the process in which the society deliberately transfers its accumulated knowledge, skills and value from one generation to another. Education is also considered to be a lifelong process that one's learning process ends only with the death contributing to an improvement in the quality of one's individual life. Most importantly education develops personality and attitude which is required for gaining employment for people. As Mahatma Gandhi rightly said – "By education I mean an all-round drawing out of the best in man – body, minds and spirit." since the Indian population is in the age group 0 to 14 years the education sector provides ample opportunities for its development. India holds an important place in the global education industry. India has one of the largest networks of higher education institutions in the world. However, there is still a lot of

potential for further development in the education system. Moreover, the aim of the Government to raise its current gross enrolment ratio to 30% by 2020 will also boost the growth of distance education in India. India has the world's largest population of about 500 million in the age bracket of 5-24 years, which provides a great opportunity for the education sector. The education sector in India was estimated at US\$ 91.7 billion in FY18 and is expected to reach US\$ 101.1 billion in FY19. Number of colleges and universities in India reached 39,931 and 993, respectively, in FY19. India had 37.4 million students enrolled in higher education in FY19. Gross Enrolment Ratio in higher education reached 26.3% in FY19. In 2020-21; there were 9,700 total AICTE approved institutes. Of the total, there were 4,100 undergraduate, 4,951 postgraduate and 4,514 diploma courses in AICTE approved institutes (Source: IBEF Report)

The country has become the second largest market for E-learning after the US. The sector is expected to reach US\$ 1.96 billion by 2021 with around 9.5 million users. Even though the education has gained an incredible importance in developing economy like India the people who are performing the task of facilitator, discharging the educational services to the desired segment of society are expected to perform the roles and responsibilities which involves more riskier and stressful tasks. Stress and is a normal physical response to events that make you feel threatened or upset human balance in some or the other way. The American institute of stress defines stress as physical, mental or emotional strain or tension. We manage things which are precious to us. Precious like our families, our business, money, property whatever is precious to us we will be managing that with all interest. But stress occupies us when we are burdened.

When it comes to profession as an employee we face some kind of stress, anxiety and depression during work life. These conditions are common and they are responsible for 30% more absence than anything and also including musculoskeletal and physical injury in industry and yet people struggle at work place how to deal the things. Humans struggle on mental health they wanted to be at work on the whole and they feel difficult in handling things like concentrating, communicating, juggling tasks and even sometimes cranky with colleagues and customers.

Sources of Stress

Stress is an uncontrollable factor which creates negative impact on the performance of most of the teaching faculty working in educational sector. Some of the major causes of stress among the teaching fraternity working in educational institution is listed below:

1. Financial Constraints

Poor salaries of faculty which are not sufficiently compensating for the nature of work that the faculty members are performing in educational institutions due to lack of sufficient funds with the management. Sometimes they even prefer to work for part time jobs in order to meet their basic needs. The amount of teaching faculty working in educational institutions receive doesn't even sufficient to provide secure life after their retirement. It has also been noted that few of them even work as home tutors and provide coaching to the students to meet- their basic needs. Some teachers even go for home tuition and Coaching in order to make them feel financially secured. Therefore the large number of faculty are frustrated and lost interest on their professional life. This scenario leads to creation of tension and anxiousness among the faculty members.

2. Work Load

In the current scenario faculty working in higher education have been instructed to take up additional responsibilities apart from the regular teaching workload. lot of work has to be done in regular working hours. Right from the admission of students to the college, conducting various co-curricular and extracurricular activities, preparation of academic reports, conducting examinations at regular intervals, measuring and recording the students performances and many

other responsibilities are expected to be discharged by the faculty working in the higher educational sectors in Bangalore. It has been observed that there is an incredible amount of mechanical or non teaching responsibilities dedicated to them is not only taking away their precious teaching time but also make them more frustrated and irritated with their job.

3. Technological Transformation in the Field of Education

In the present scenario students have become more accustomed to new technologies and are always interested to have more activities related to their studies filled with fun and entertainment. This is creating additional responsibility and commitment among the faculties in making their teaching methodology more innovative and also unique in order to keep the students more interested in teaching learning process. Perhaps this new tasks are again creating stress among the teachers by imposing additional burden on them.

4. No Recognition

Most of the time there is no recognition for the work performed by the faculty in the educational sector. When there is no recognition or acknowledgement they feel demotivated to work in their institutions. It has been noted that both monetary and non-monetary rewards or incentives hardly been awarded to the faculty from either management or university which in turn results in low performance and make them feel more frustrated and disappointed with the situation prevailing in the institution.

5. Promotion and Position

The most common phenomenon that can be seen in every organization is politics and struggle for power and position. Faculty with this affliction are tend to keep longing for power, position. Most of the professors working in higher education would aspire to is become Chairperson of the Department, Dean of Faculty or anything in which he/she is interested. If a person is not able to achieve anything for which he/she is aspiring it makes him/her stressed especially when the promotion is delayed due to various reasons. If a teacher is not able to become Professor on time or if an Assistant Professor is not able to become Associate Professor on time it leads to the generation of anxiety and ultimately stress.

6. Jealousy

It is a very common aspect actor in every organization. If anybody achieve anything in their professional career other in the same organization or institution feel jealous about them without considering the reasons behind their success. If people starts thinking in this perspective it creates stress in them as they may not think about what has to be done in the future rather starts regretting about the past which may not be good for their future growth in their personal as well as professional growth.

Review of Literature

Lot of studies have been conducted to analyze the relationship between the stress and quality of teachers in the education industry. The study have proven that the various kinds of job related stress created negative impact on the quality of teachers and same also be the reason for creation of misery in the minds of the teachers which is a result of heavy workload, insecurity of jobs, low pay and other benefits, lack of recognition, peer pressure, (1) Surinder Kaur” Comparative Study of Occupational Stress among Teachers of Private and Govt. Schools in Relation to their Age, Gender and Teaching Experience”(2011) the study has revealed that the teachers are going through lot of stress and pressure in their teaching profession due to various reasons such as excessive working hours, heavy workload, insecurity of job, insufficient remuneration etc.,but in spite of having no control over certain uncontrollable factors of stress they can concentrate on adopting habits which are totally different from what they do on a regular basis at their workplace. This would certainly help them to manage their profession well by keeping balance between their personal and professional life.

(2) Dr.KNigama,Dr S Selvabaskar,Dr S T Surulivel, Dr R Alamelu,Ms. D Uthaya Joice (2015) “Job satisfaction among school teachers” In their study they concluded that the support from the organization plays a significant role in enhancing the job satisfaction among the teachers in the organization. Every organization can ensure job satisfaction to its employees by providing opportunities for self-development, organizing workshops and seminars, short term courses which helps them to improve their performance in each and every activity that they perform at their workplace.

(3) Ch. Lakshmi Narahari1 , Dr. Kalpana Koneru(2015) ” A Study on Stress Management among College Teachers in Andhra Pradesh” management of stress at the higher education sector has become the real challenge for faculty working in various colleges. The stress is created due their working environment which involves lot of role and responsibilities which may are or may not be realistic in nature.it is also been stated in the study that the workplace should continuously monitored for solving stress related issues. Further, it is not only important to identify stress problems and to deal with them but to promote healthy work and reduced harmful aspects of work.

(4) Vibhuti Gupta, Ekta Rao, Ranjit Mukherjee” Occupational Stress Amongst Faculty Members: A Review of Literature” (2015): In their study concluded that the past research done on identifying the various causes for stress among the faculty members includes business dynamics, academics no longer remains a profession which is stress free. Increased globalization and competition has made the role of faculty members more challenging. Their role is not restricted to only teaching rather they also have to contribute towards other institution building activities. Common stressors identified from studies, globally, of course including India are Lack of Promotion Opportunities, Inadequate Recognition, Inadequate Salary, Changing Job Role, Inadequate Participation in Management, Inadequate Resources and Funding etc.,

(5) S.Sharmila Dr. K. Latha “empirical relationship between stress and its Impact on academic achievement of engineering college students: in current study it is concluded that doesn’t reveal that the stress creates negative impact on the performance of the students .However the study revealed that there is a positive relationship [between the stress and academic achievement of the students studying in higher educational sector.

Objectives of the Study

1. To study the various causes of stress among the faculty working in educational institutions in Bangalore District.
2. To provide suggestions to overcome the Problems of stress among the faculty members working in the higher education sector in Bangalore District.

Research Methodology

Method of Present Study

Descriptive survey method has been adopted to observe the observant in their environmental setting.

Research Design

The sample is collected from the faculty working various colleges in Bangalore City, The colleges includes Government, Private, semi-government, aided colleges in around Bangalore City.100 respondents were chosen for the study.

Population

Faculty working in Government, Private, Semi-government colleges were considered for the present study.

Sample

Faculty working in various colleges in Bangalore were taken as random sample. 100 of them were respondents for the present research study.

Tools

For the collection of data needed for the study A questionnaire is designed with the two Major sections. One section highlights the gender, age, experience and salary of the respondents and other section of the questionnaire included questions on the major causes of stress among the faculty working in higher educational institutions in Bangalore. In the present study both the sources i.e., primary and secondary sources have been used. Primary data has been collected through questionnaire and the direct interaction with the respondents.

Data Collection

Data Sources

- (i) The Secondary Data for the research has been collected through websites. Magazines, Journals and Books etc.,
- (ii) Primary Data required for the study has been collected through
 1. Questionnaire
 2. Contact Method
 3. Personal Interaction

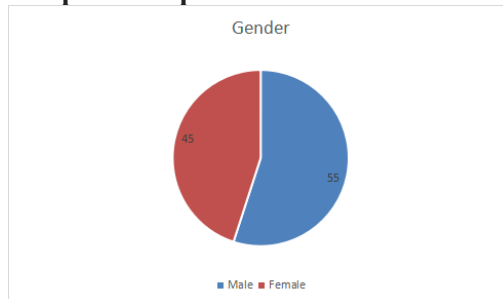
For the collection of data needed for the study a questionnaire is designed with the three Major sections. The first section of the questionnaire highlights the Gender, Age, experience and salary of the respondents and second section of the questionnaire includes the various causes of stress experienced by the teachers in the Classroom and last section of the questionnaire includes the various causes of stress experienced by the teachers in institution by management. The respondents in the present study includes faculty working in higher educational institutions in Bangalore.

Data Interpretation and Analysis

Table 1 Gender of Respondents

Gender	No. of Respondents
Male	55
Female	45
Total	100

Graphical Representation of Table No 1

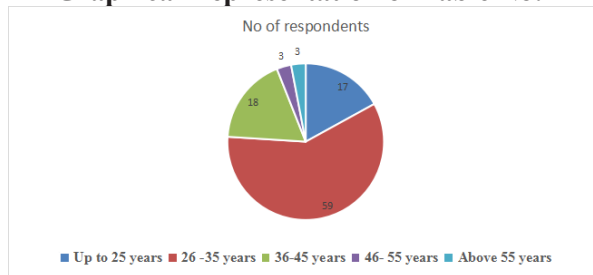


The above table No 1 and its Graphical representation shows that in the present study out of 100 respondents 55 respondents were male and 45 respondents were female.

Table No 2 Age Group of Respondents

Age Group	No. of Respondents
Up to 25 years	17
26 -35 years	59
36-45 years	18
46- 55 years	3
Above 55 years	3
Total	100

Graphical Representation of Table No:2



The above table 2 and its Graphical Representation it shows that out of the total respondent's 17 respondents belong to the age of below 25 years and 59 respondents belong to age group of 26-25 years, and 18 respondents belong to 36-45 years age group.

Table 3 Job Experience of Respondents

Job Experience	No. of Respondents
Less than 5 years	30
5 -10 years	39
11-15 years	23
16- 20 years	1
More than 20 years	7
Total	100

Graphical Representation of Table No 3

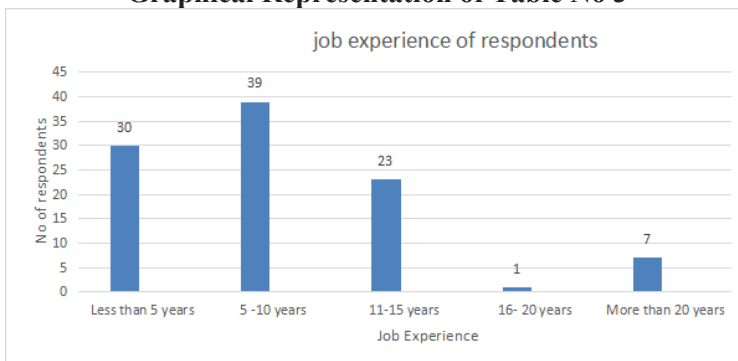


Table 3 and its graphical representation reveals that 30 respondents have less than 5 years of

experience, 39 respondents have 5-10 years of experience, 23 respondents have an experience of 11-15 years and 8 respondents have more than 16 years of experience.

Table 4 Monthly Pay of Respondent's (In Indian Rupees)

Monthly Pay in (Rs)	No. of respondents
<10,000	0
10,000 – 20,000	19
20,000 – 30,000	28
30,000 – 40,000	30
> 50,000	23
Total	100

Graphical Representation of Table No 4

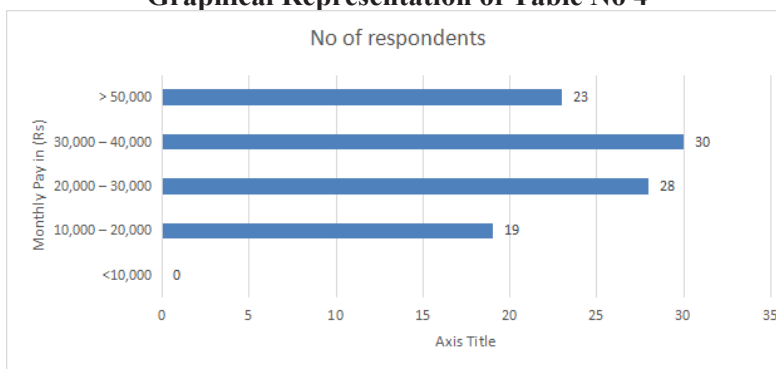


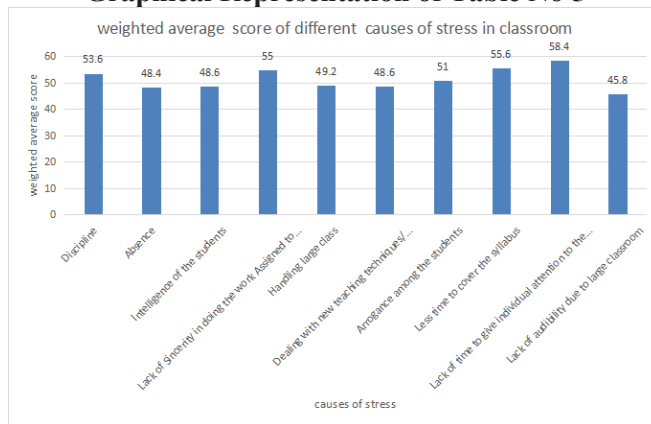
Table 4 and its graphical representation shows that 19 respondents earn between 10000 – 20000 salary, 28 respondents earn salary between 20000 to 30000 per month, 30 respondents earn salary between 30000-40000 per month and 23 respondents earn more than 50000 .

Table 5 Weighted Average Score of Different Causes of Stress Experienced in Class Room

WAS and Rank of Different causes of Stress Experienced by the Teachers in Classroom								
Sl. No	Weighted Average	1	2	3	4	5	WAS	Rank
	Causes \ Response	Never	Rarely	Sometimes	Most of the times	Always		
1	Discipline	14	34	33	8	11	53.6	4
2	Absence	19	33	38	7	3	48.4	9
3	Intelligence of the students	29	23	30	12	6	48.6	7
4	Lack of Sincerity in doing the work Assigned to students	13	31	31	18	7	55	3
5	Handling large class	31	24	22	14	9	49.2	6

6	Dealing with new teaching techniques/ Methodologies	26	29	30	6	9	48.6	7
7	Arrogance among the students	20	25	40	10	5	51	5
8	Less time to cover the syllabus	17	23	34	17	9	55.6	2
9	Lack of time to give individual attention to the student	10	25	35	23	7	58.4	1
10	Lack of audibility due to large classroom	28	30	30	9	3	45.8	10

Graphical Representation of Table No 5

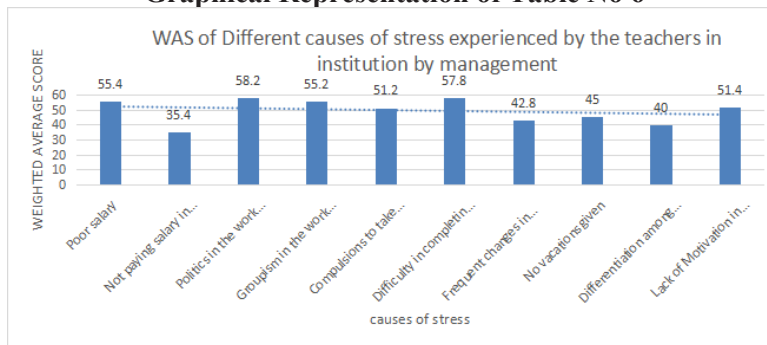


**Table No. 6 Weighted Average Score of Different Causes of Stress Experienced from Institution Management
Rank and WAS of Different Causes of Stress Experienced by the Teachers in Institution by Management**

Sl. no	weighted average	1	2	3	4	5	WAS	Rank
	Causes \ Response	Never	Rarely	Sometimes	Most of the times	Always		
1	Poor salary	26	17	25	18	14	55.4	3
2	Not paying salary in time	58	20	13	5	4	35.4	10
3	Politics in the work place	17	16	40	13	14	58.2	1
4	Groupism in the work place	22	20	31	14	13	55.2	4
5	Compulsions to take additional classes	28	21	30	9	12	51.2	6

6	Difficulty in completing non-academic work	17	19	36	14	14	57.8	2
7	Frequent changes in the allotment of subject	49	17	14	11	9	42.8	8
8	No vacations given	40	22	20	9	9	45	7
9	Differentiation among the employees based on caste and religion	55	13	17	7	8	40	9
10	Lack of Motivation in Kind/ recognition/ Appreciations	27	21	28	16	8	51.4	5

Graphical Representation of Table No 6



The above table and its graphical representation depicts the various causes for stress among the faculty members. It has been very clear from the above information that majority of the faculty members are stressed because of lack of time that can be dedicated to each and every individual student in the class as a result individual performance of the student in a particular class may not be improved. It has also been observed that the teachers are finding difficult to complete their syllabus prescribed by the university within the time available to them. The next major cause of stress among the faculty member is a discipline issues of the students in the class. As there are many sources available to them to get distracted it becomes challenging for the faculty members to make them more disciplined and attentive in the class.

Major Findings of the Study

1. All the faculty members have faced the problem of stress in one or the other way in performing their duties in their respective institution due to different reasons mentioned in the current research study.
2. In the present study 39% of the respondents have an experience between 5 to 10 yrs 30% of them have an experience less than 5 years, 23% of them have an experience of 11-15 years and 8% of them have an experience of more than 16 years.
3. The Various causes of stress experienced by the faculty in the classroom is identified and prioritized using statistical method (weighted average score) on the basis of response given by the faculty members are mentioned below:

1. Discipline-53.6
 2. Absence-48.4
 3. Intelligence of the students-48.6
 4. Lack of sincerity in doing the work assigned to them-55
 5. Handling the large class-49.2
 6. Dealing with the new techniques/ methodology-48.6
 7. Arrogance among the students-51
 8. Less time to cover the syllabus-55.6
 9. Lack of audibility due to large classroom-45.
 10. Lack of time to give individual attention to the student-58.4
4. Majority of the faculty member who were the respondents in the research study has found that they are stressed because they are not able to focus on individual students due to lack of time that can be devoted to each individual student in the class which is more important for their overall development.
5. In the present study it has also been observed that the teaching faculty are experiencing the problem of lack of sufficient time that can be dedicated to complete the syllabus prescribed by their respective university in every semester or academic year within the working hours available in every semester or academic year.
6. Student Discipline is also a major concern in present day situation in higher education which is rather should be addressed by the faculty member in order to make the students more focused and attentive on their academic progress.
7. The Various causes of stress experienced by the teaching faculty because of the management in their respective institutions are also identified and prioritized using statistical method (weighted average score) on the basis of response given by the faculty members are mentioned below:
1. Poor salary-55.4
 2. Not paying salary in time-35.4
 3. Politics in the work place-58.2
 4. Groupism in the work place-55.2
 5. Compulsions to take additional class-51.2
 6. Difficulty in completing non-academic work-57.8
 7. Frequent changes in the allotment of subject-42.8
 8. No vacations given-45
 9. Differentiation among the employees based on caste and religion-40
 10. Lack of Motivation in Kind/ recognition/ Appreciations-51.4

Suggestions and Conclusions

In the current scenario in the field of education teaching jobs have become more challenging and riskier. The faculty is experiencing lot of occupational stress due to various reasons at the time of discharging their responsibility in their institutions. Even though the stress in an enviable factor prevails in every sector faculty can concentrate on establishing their own strategies for overcoming these issues. When the tasks assigned to them are considered as key steps to achieve success in their profession their Jobs becomes easier and also makes them to feel more interested and passionate about their profession. It is more important to perform the job more passionately than considering it as one of the burdens. There might be more reasons to feel frustrated and stressed but there are many ample opportunities available to make them more content and joyful in their personal as well as professional life. In this context, the following suggestions can be put forwarded for

minimizing the problem of occupational stress among the teaching fraternity working in higher education sector.

1. Colleges can provide job security to their Faculty members by making them permanent employees in their institutions.
2. Organizing recreational programs for the faculty members by the institutions might make them to get relieved from their stress.
3. Various sports and cultural programmes can be organized for the faculty members which makes them to feel relaxed and relieved from the stress created in their regular working time.
4. Recognition and rewards should be initiated by the institutions for the efficient faculty which act as a motivational factor to increase the performance level of the both efficient and inefficient faculty of the institutions.
5. Personality development programmes should be conducted in the colleges.
6. Yoga and meditation sessions should be organised by the colleges to make their faculty members more focused and attentive in discharging their day to day roles and responsibilities in the colleges.
7. Family support is very much needed for the female faculty therefore there should be a great amount of family support provided especially to the married female teachers. In this respect, husbands should be more supportive and sensitive in providing helping hand to their wives.
8. Both Central and State Government also should play an indispensable role in providing fund for enhancing the teaching aids so that both the faculty and students can be motivated at the time of discharging their personal responsibilities in the college.
9. Salary should be increased to the faculty working in private colleges teachers according to their qualifications, experience and teaching competencies. Thus, when the salaries are increased they will be more motivated to perform their duties in their organisation. proper implementation of the stress preventing strategies the level of occupational stress can be controlled to a large extend. In this respect, government, school authorities and also family members play a major role. Reduction of stress level among the teachers helps in the creation of pleasurable educational environment for all and also helps in accelerating the nation's progress by developing the future generation both as economic and social assets.

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