

# Occupational Stress among College Teachers in Kerala

<sup>1</sup>Nisha Joseph & <sup>2</sup>Vineeth KM (Dr)

<sup>1</sup>Assistant Professor of Commerce, Al Ameen College, Edathala, Kerala (India)

<sup>2</sup>Assistant Professor of Commerce, Maharaja's College, Ernakulam, Kerala (India)

## ARTICLE DETAILS

### Article History

Published Online: 29 Sep 2018

### Keywords

College Teachers, Occupational Stress, Role Overload, Role Conflict

### Corresponding Author

Email: nishagreeta[at]gmail.com

## ABSTRACT

Teaching in the new regime also is found to face serious occupational stress especially in the higher education sector. This paper attempts to make an enquiry on the level of occupational stress among college teachers in Kerala. This paper primarily aims to study the level of occupational stress among college teachers. An attempt is also made to find the association, if any, between the socio economic variables and level of occupational stress. The study is empirical in nature using primary data collected using structured survey forms. Occupational Stress Index (Srivastava and Singh, 1984).

## 1. Introduction and Research Problem

Stress can be defined as an external circumstance that is perceived as challenging or threatening to the well being of a person and results in physical, psychological and behavioral abnormalities for organizational participants. Teaching in the new regime also is found to face serious occupational stress especially in the higher education sector. This paper attempts to make an enquiry on the level of occupational stress among college teachers in Kerala.

### 1.1 Objectives

## 2. Results

This paper primarily aims to study the level of occupational stress among college teachers. An attempt is also made to find the association, if any, between the socio economic variables and level of occupational stress.

### 1.2 Methodology

The study is empirical in nature using primary data collected using structured survey forms. Occupational Stress Index (Srivastava and Singh, 1984). Since the data was found to be not normally distributed, non parametric tests are used to draw inferences.

**Table 1**  
**Profile of the Sample**

Variable	Category	Frequency	Percent
Type of College	Aided Arts and Science College	26	48.1
	Government Arts and Science College	8	14.8
	Government Autonomous College	4	7.4
	Private/Aided Autonomous College	8	14.8
	Self Financing Arts and Science College	8	14.8
	Total	54	100.0
Type of Employment	Permanent	46	85.2
	Guest on Contract	8	14.8
	Total	54	100.0
Gender	Male	18	33.3
	Female	36	66.7
	Total	54	100.0
Age	Below 25	2	3.7
	25 to 35	26	48.1
	36 to 45	22	40.7
	Above 45	4	7.4
	Total	54	100.0
Experience	Below 5	16	29.6
	5 to 10	24	44.4
	11 to 15	12	22.2
	Above 15	2	3.7

	Total	54	100.0
Marital Status	Single	4	7.4
	Married	48	88.9
	Divorced	2	3.7
	Total	54	100.0
Region of Residence	Rural	24	44.4
	Urban	30	55.6
	Total	54	100.0
Region of College Location	Rural	18	33.3
	Urban	36	66.7
	Total	54	100.0
Additional Roles and Responsibilities	None	12	22.2
	One or Two	24	44.4
	More than Two	18	33.3
	Total	54	100.0

Source: Survey Data

**Table 2**  
**Analysis of Occupational Stress**

	N	Mean	Std. Deviation	Z	P value <sup>#</sup>
Occupational Stress Index	54	137.67	15.70723	-1.225	0.221

Source: Computed from Survey Data

# One Sample Sign Test [Test Value = 138]

The teachers are found to be moderately stressed as the OSI shows a mean score of 137.67 which is close to the assumed middle value of 138. The moderate level of stress shall be found much acceptable in due course.

**Table 3**  
**Occupational Stress Level**

	Frequency	Percent	Chi Square	Df	P Value
Low	14	25.0	5.333	2	0.069
Moderate	26	46.4			
High	14	25.0			
Total	54	96.4			

Source: Computed from Survey Data

Chi square test also affirms that most of the people are moderately stressed and it is not found to be significant. The teachers are found to be stressed at different levels yet nothing found significant.

**Table 4**  
**Association between Socio Economic Variables and Occupational Stress**

Variable	Category	Mean Rank	P value <sup>#</sup>
Type of College	Aided Arts and Science College	30.50	0.001**
	Government Arts and Science College	26.25	
	Government Autonomous College	52.00	
	Private/Aided Autonomous College	16.25	
	Self Financing Arts and Science College	18.00	
Type of Employment	Permanent	30.80	< 0.001**
	Guest on Contract	8.50	
Gender	Male	24.72	0.358
	Female	28.89	
Age	Below 25	13.50	0.447
	25 to 35	26.12	
	36 to 45	30.59	
	Above 45	26.50	
Experience	Below 5	28.00	0.866
	5 to 10	28.08	
	11 to 15	24.67	
	Above 15	33.50	
Marital Status	Single	27.50	0.130
	Married	28.42	
	Divorced	5.50	

Region of Residence	Rural	28.33	0.727
	Urban	26.83	
Region of College	Rural	31.17	0.225
	Urban	25.67	
Additional Roles and Responsibilities	None	21.00	0.211
	One or Two	27.92	
	More than Two	31.28	

Source: Computed from Survey Data

# Kruskal Wallis H Test / Mann Whitney U Test

No significant association between the Occupational Stress and socio economic variable except type of college and type of employment. Government autonomous college teachers are found to be more stressed and the difference is found to be significant. Permanent teachers are also found to be more stressed as compared to the ir ad hoc counter parts.

### 3. Conclusion

Teachers in the new academic regime are found to be more stressed with the role overload and other ambiguities. But the present study reveals that most of the teachers are moderately stressed except in the case of those in Government Autonomous College and those who are in permanent employment. This surges the need for clear definition of roles and responsibilities to reduce the role ambiguity and related issues.

### References

1. Ronald J. Burke, (2002), *Work Stress and Women's Health: Occupational Status Effects*, Journal of Business Ethics, Vol. 37, No. 1, pp. 91-102
2. Mikko Härmä, Michiel AJ Kompier and Jussi Vahtera, (2006), *Work-related stress and health—risks, mechanisms and countermeasures*, Scandinavian Journal of Work, Environment & Health, Vol. 32, No. 6, pp. 413-419
3. Marianna Virtanen, Tiina Kurvinen, Kirsi Terho, Tuula Oksanen, Reijo Peltonen, Jussi Vahtera, Marianne Routamaa, Marko Elovainio and Mika Kivimäki, (2009), *Work Stress, and Collaboration among Ward Staff in Relation to Risk of Hospital-Associated Infection among Patients*, Medical Care, Vol. 47, No. 3 pp. 310-318
4. Omer Bin Sayeed and Satish Chandra Kumar, (2010), *Role, Work Perception & Stress in a High Reliability Work Environment*, Indian Journal of Industrial Relations, Vol. 46, No. 2 pp. 287-299
5. Sabine Sonnentag, (2012), *Psychological Detachment From Work During Leisure Time: The Benefits of Mentally Disengaging From Work*, Current Directions in Psychological Science, Vol. 21, No. 2, pp. 114-118
6. Virginie Althaus, Jean-Luc Kop and Vincent Grosjean (2013), *Work, stress and health: from theoretical models to a meta-model: Critical Review of theoretical models linking work environment, stress and health: towards a meta-model*, Le Travail Humain, Vol. 76, pp. 81-103
7. Abhijeet Rawal, Sneha Mhatre, (2018), *A Study on Work Stress And Its Impacts on Employee's Productivity With Respect To Teacher's (Self Financing)*, IOSR Journal of Business and Management, e-ISSN: 2278-487X, p-ISSN: 2319-7668, PP 15-23