

A study on the Impact of Job Stress of employees working in Private Colleges in Tirunelveli District

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Abstract: Due to high competition in the world every one does multiple jobs to standardise their livings. They have to play multiple roles in their organisations. So they are confused about their role in the organisation. This will leads to stress, nervousness. When an employee fails to do his work in a satisfied manner not for others for his conscious he feel stress. At that movement he reduces his hope automatically some tension come around his mind and collapse everything including him. Then the level of satisfaction of doing such work will also affect. This study focus on the job stress on employee job satisfaction among private colleges. 60 respondents selected from various private colleges and information collected for this research through structured questionnaire. Various statistical tools like Likert scale test and chi square analysis used to analyse the data. The study concludes there is significant relationship between gender and the reasons for stress among employees in private colleges.

Keywords: job stress, attitude, relaxation, private colleges, job satisfaction

Introduction

Stress is an emotional feeling; it comes from our thought when we feel nervous or angry. Sometimes it helps us to save from danger. Job stress occur when the requirements of the job does not match with resources available. When argument starts with the worker about the conditions of the work job stress also starts. Working conditions and workers characteristics are considered as the primary factors of job stress. Stressful working conditions directly affect employees health and safety. Some individual and circumstances can help to reduce the stressful effects of working conditions have to maintain balance between work and family life, create a supportive network from friends and co-workers and have a relaxed and positive outlook.

The following are the job conditions that may lead to job stress,

- Design of task
- Managerial style
- Interpersonal Relationships
- Work roles
- Career Concerns
- Environmental conditions

Objectives of study

- To understand the reasons for job stress working in private colleges in Tirunelveli District.
- To analyse how stress affect employees job satisfaction.

Review of literature

M. Daniel Solomon(2014) conducted a research topic on “Job Involvement and Job Stress among Employees at Private Sectors of Tiruchirappalli District” reveals that majority of the respondents 50.8 percentage have low level stress and remaining 49.2 percentage of the respondents have high level stress. Hence it is proved that no one is work without stress. This analyse the relationship between stress and family members and resulted that there is moderate negative relationship between family members and stress in the organisation.

Rafiq, Rizwana & Shah, Parvez & Medabesh, Ali. (2015), conducted a research on the topic “Job stress among public and private sector workers: an empirical comparison: reveals that public sector workers suffer a lot of stress than private sector workers. The researcher concluded that operational level of workers has high job

authority so they have high stress. If employee has accountability they are suffered from high stress of completing their work in a perfect manner.

Gamage, Prasadini. (2020), conducted a research on the topic “Occupational Stress and Job Satisfaction: Evidence from Private Sector Banks in Sri Lanka. “Concluded that high job satisfaction reduce job stress and create positive working environment. If an employee suffered a low or moderate level of stress he can consider it a chance given to him and use it for his official development to achieve his organisational goals. This study proves that female manages have high level of stress than male managers. Women workers enjoy their work than male hence women workers have more satisfied than male workers.

Research Methodology

The data used for the study is primary both primary and secondary data. Primary data means which is collected directly by the researchers according to their needs. While secondary data means this is already collected by someone else. These data’s will be taken from various journals, magazines, newspapers and publications etc.

The limitations of the study are

1. Data depends upon the respondents mind set and their thoughts.
2. The same respondents’ thoughts will be changes in future.
3. Sample size for this study is limited to 135.
4. Data collected from the primary and secondary sources in selected areas.
5. Some persons cannot pay adequate attention to the request because of time and the work pressures.

Analysis and interpretation:

Table: 1 Distribution of respondents’ details

		No. of Respondents	Percentage
Age	Below 25years	13	22
	26- 35 Years	17	28
	36– 45 Years	20	33
	Above 45 years	10	17
	Total	60	100
Gender	Male	27	45
	Female	33	55
	Total	60	100
Educational Qualification	Post graduate	15	25
	M.Phil	18	30
	Ph.D	16	27
	others	11	18
	Total	60	100
Marital Status	Married	40	67
	Unmarried	20	33
	Total	53	100

Source: Primary Data

Interpretation:

The above table represents the distribution of respondent’s details.

According to age wise classification majority 33 percentage of the respondents come under the age group of 36 - 45 years, 28 percentage of the respondents are under the age group of 26 – 35 years, 22 percentage of the respondents are below 25 years and 17 percentage of the respondents come under the age group of above 45 Years.

Majority 55 percentage of the respondents are female and 45 percentage of the respondents are male

According to the educational qualification wise classification 30 percentage of the respondents are M.Phil graduates, 27 percentage of the respondents completed doctorate, 25 percentage of the respondents are post graduates and 18 percentage of the respondents are completed other degree courses.

Majority 67 percentages of the respondents are married and 33 percentage of the respondent are unmarried.

Likert scale test

In a Likert scale, the respondent is asked to respond to each of the statements in terms of several degrees, usually five degrees (but at times 3 or 7 may also be used) of agreement or disagreement. In this analysis likert five point scales is used to measure the respondents statements.

Table: 2 Reasons for job stress

S.no	Opinion	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total score
1	In security in their job	115	80	27	14	3	239
2	Insufficient skills	150	56	12	8	2	228
3	Not interest to work	120	60	24	16	4	224
4	High target	75	96	21	18	4	214
5	Lack of resources	110	56	30	20	3	219
6	Poor relationship with colleagues	75	116	15	14	3	223
7	Over supervision	100	88	6	16	5	215
8	Not enough promotional activities	110	80	21	12	4	237
9	Working environment	80	80	18	20	7	205
10	Unable to control students	100	64	21	14	9	208
11	Work for long time	105	92	12	14	6	229
12	Heavy workload	115	84	18	10	6	233
13	Lack in communication skill	100	80	24	14	4	222

Source: Computed Data

Interpretation:

The above table reveals the reasons for job stress, In security in their job gets first place (239), followed by Not enough promotional activities in the second rank (237), Heavy workload gets third place(233), Work for long time gets fourth place (229), followed by Insufficient skills in the fifth place (228), Not interest to work gets sixth place (224), Poor relationship with colleagues gets seventh rank (223), Lack in communication skill occupies eighth place(222), Lack of resources gets ninth place (219), Over supervision gets tenth place (215), followed by High target in the eleventh rank (214) , Unable to control students and Working environment are in the place of twelveth (208) and thirteenth place (205) respectively.

Chi square Analysis

To test the relationship between gender and reasons for job stress for employees working in private colleges chi-square analysis is conducted at 5% Level of significance.

Null Hypothesis

There is no significant relationship between gender and reasons for stress of employees working in private colleges.

Alternative Hypothesis

There is significant relationship between gender and reasons for stress of employees working in private colleges.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	60.000 ^a	5	.000
Likelihood Ratio	80.761	5	.000
Linear-by-Linear Association	10.080	1	.001
N of Valid Cases	60		

The calculated table value is less than the significance value of 0.05. Hence the null hypothesis is rejected. Hence it is proved that there is significant relationship between gender and reasons for stress of employees working in private colleges.

Findings

- According to age wise classification majority 33 percentage of the respondents come under the age group of 36 - 45 years, 28 percentage of the respondents are under the age group of 26 – 35 years, 22 percentage of the respondents are below 25 years and 17 percentage of the respondents come under the age group of above 45 Years.
- Majority 55 percentage of the respondents are female and 45 percentage of the respondents are male.
- According to the educational qualification wise classification 30 percentage of the respondents are M.Phil graduates, 27 percentage of the respondents completed doctorate, 25 percentage of the respondents are post graduates and 18 percentage of the respondents are completed other degree courses.
- Majority 67 percentages of the respondents are married and 33 percentage of the respondent are unmarried.
- Likert scale test is used to analyse the reasons for job stress, In security in their job gets first place (239), followed by Not enough promotional activities in the second rank (237), Heavy workload gets third place(233), Work for long time gets fourth place (229), followed by Insufficient skills in the fifth place (228), Not interest to work gets sixth place (224), Poor relationship with colleagues gets seventh rank (223), Lack in communication skill occupies eighth place(222), Lack of resources gets ninth place (219), Over supervision gets tenth place (215), followed by High target in the eleventh rank (214) , Unable to control students and Working environment are in the place of twelveth (208) and thirteenth place (205) respectively.
- Chi square analysis used to test the relationship between variables. The calculated table value is less than the significance value of 0.05. Hence the null hypothesis is rejected. Hence it is proved that there is significant relationship between gender and reasons for stress of employees working in private colleges.

Suggestions

- Prepare proper schedule to do their work and keep time management will reduce stress.
- Management should consider them and reduce heavy workload will return immediate reaction in their teaching aspects.
- Avoid unnecessary conflicts with others reduce stress and keep the working environment in a peaceful manner.

Conclusion

Stress at work is very common today. There is no work with low stress, it starts with light cold and flu and if stress continuously increased it leads to heart disease and metabolic syndrome. Research has indicated that stress at work is rapidly increasing. Everyone have to take some necessary steps to reduce their depression, easily got angry, control their loose talks. Management plays an important role for giving stress for their

employees. Their concept is to attain high profit for that they fix high target. Employees stressed to reach the target and suffered a lot.

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