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## ACCESSING JOB STRESS AMONG TEACHING STAFF IN PUBLIC UNIVERSITIES HARYANA STATE INDIA

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**Abstract:** For the purpose of this study, to limit the scope, budget and constraint. A total of 500 respondents made up of 200 male and 300 female were used and three Public universities were selected. And all teachers working in the faculties were taken by using probability random sampling and stratified technique to choose the sample size. The instrument for the study was developed by using Accessing Job Stress Questionnaires (AJSQ). Two hypothesis were developed to guide the study. The data collected were analyzed by using descriptive analysis such as (mean, standard deviation, and correlation by helps of SPSS Software. The results show that there is no significant relationship in job stress and performance among teaching staff in public universities Haryana State. The finding also indicated there is a significant difference between performance and job stress among male and female teaching staff in public universities Haryana state, India. It was suggested therefore the universities should bring about supportive systems for reducing the stress like, counseling services, sports activities among teaching staff.

**Keywords:** Job stress, teaching staff, Public Universities, Haryana State

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**Introduction:** Stress is the non-specific response of the body to any demand made upon it (Selye, 1974). Stress is the body's reaction to a change that requires a physical, mental or emotional adjustment or response. It is pressure or tension that is felt when a person is overwhelmed with something physical, emotional or mental. Stress usually make someone down. Stress can come from any situation or thought that makes you feel frustrated, angry, nervous, or anxious. Stress is caused by an existing stress-causing factor or "stressor."

Stress is often thought about from three different perspectives: an event, a reaction or a transaction. When we associate stress with an event, that event is called a stressor. Examples of stressors include getting divorced, being laid off or being diagnosed with a serious illness, although minor hassles can also have an impact. Stress can also be thought of as our reaction to an event. The classic stress response is the "fight or flight" reaction in which your body activates a number of physical and behavioral defense mechanisms to deal with an impending threat. It is often the physical and psychological sensations associated with these mechanisms that we are detecting when we say that we "feel stressed." Is a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her well-being. Lazarus and Folkman (1984).

Finally, stress can be defined as a state that results from a transaction between you and the things around you. In this model, people or circumstances are constantly making demands on you such as getting to work on time, paying monthly bills, resolving conflicts with friends or co-workers or

parenting children. If you believe that you do not have the resources you need to deal with the demands placed on you, you feel stress. A feature of this model of stress is that it accounts for why different people react differently when faced with the same challenges. There are as many different reactions to potentially stressful conditions as there are people. Lazarus, R.S., & Folkman, S. (1984) According to Staal, Mark (2004) stress is "...the result of a mismatch between individuals' Perceptions of the demands of the task or situation and their perceptions of the resources for coping with them." Ken Mrozek said that stress is "An excess of demand made upon the adaptive capabilities of the mind and body" and is seen in the form of a physical demand, a mental demand or both. Cox and Griffiths (1995) identified various sources of teachers' stress. Among those most commonly cited were problems arising from the organization of the school and work, lack of support and Cooperation, lack of training and career development opportunities, and the nature of the work, including the classroom situation, heavy workloads and disruptive pupils. job stress is a process in which events or forces threaten the wellbeing of an individual in society. It is disruption of emotional stability of individual that induces a state of disorganization in personality and behavior.

Anthony (1984) described Job stress as mental, emotional and physical wear brought about by incongruence between the requirement of the job and the capabilities resources and needs of the employees to cope with job demand (Akinboye, Akinboye & Adeyemo, 2002), as universal construct that affect all humans, studies show that different population are known to have different stressors

(Marrisan&Connar (2005 ) Sarfino&Ewing (1999) said that job stress is especial significant for universities workers since it may affect not only the educators but also their leaners . it can contribute to destructive lifestyle of lectures , which culminate in low morale and creativity , inability to concentrate including sporadic memory difficulties and lower self -esteem within the university . ( Bensky ,Dixon & show 1981) .Selye , (1956) said that , “the force, pressure or strain exerted upon a material object or person which oppose these forces and try to keep up its original state ” it a results of misfit between a person’s skills and abilities and demand of job and misfit in terms of persons needs supplied by the job environment French et al .(1974)

**Researcher Methodology:** The study was conducted in public universities Haryana State for accessing job stress among teaching staff . The population for the study was from three universities, Maharshi Dayanand Rotack University, Chaudhary Charan Singh Haryana Agricultural University, Kurukshetra University, selected by usingrandom sampling technique . Also The stratified random sampling

**Hypotheses:**

This study was guided by the following hypotheses and tested at 0.05% level of significance .

H01. There is no significant difference of job stress on performance among male and female teaching staff.

H02. There is no relationship between job stress and performance among teaching staff in public universities Haryana state,

**Results:** H1. There is no significance difference of job stress on performance among of male and female in public universities Haryana state .

was used in selection of respondents which are among the teaching staff selected at public universities mentioned above in Haryana state.

The instrument consists of the questionnaires developed by the researcher namely: Accessing Job Stress questionnaires (AJSQ) which were divided into two parts , part one was concerned with the bio data of respondents such as sex ,experiences , educational level and the second part of the questionnaires deals with the causes and impact of stress among teaching staff . The respondents were required to tick against the following , strongly agreed , agreed strong disagree , neither.

**Validity And Reliability:** Validity, the questionnaires were formulated by the researcher and given to the professional and experts in the area of psychology for constructive suggestions, a valid copy was formed and the reliability coefficient of 0.82 was obtained.

**Purpose Of Study:** The purpose of this study wasto assess the extent to which job stress affect performance among teaching staff in public universities .

Sex	Number	Mean	St Deviation	Df	Tcal	T.table
Male	220	97.30	15.30	397	0.483	1.730
Female	280	120.34	80.20			

There results showing the T-value (t=0.483) is lower compare to T-table (t =1.730). At P < 0.5 level of significance. in this context we can say that , the level of stress among female and male in public universities in Haryana there is no significant different . Again the table show that , the mean of female is (120.34) is higher to (97.30)for male .Even with this difference , we conclude that it not significant , this is a results of difference in the

number of sample size of male and female . Further , other variables might have also affected the results ,such as perceived pressure on the female at home eg. Attending to family obligations needs, making children ready for schools ,attending the husbands etc..

H0 . There is no relationship between job stress and low performance among of teaching staff in public university Haryana state .

	Mean	SD	Job stress	Performance
Job stress	73.4624	15.3633	.624**	.714**
Performance among teaching staff	85.7364	18.34		

\*\*correction is significant at 0.02

From the table 2, it is observed that job stress ( $r=.624$ ) related to performance among teaching staff  $R=.714$ ,  $P<.0.5$ . Therefore, there is strong relationship between job stress and low performance among teaching staff.

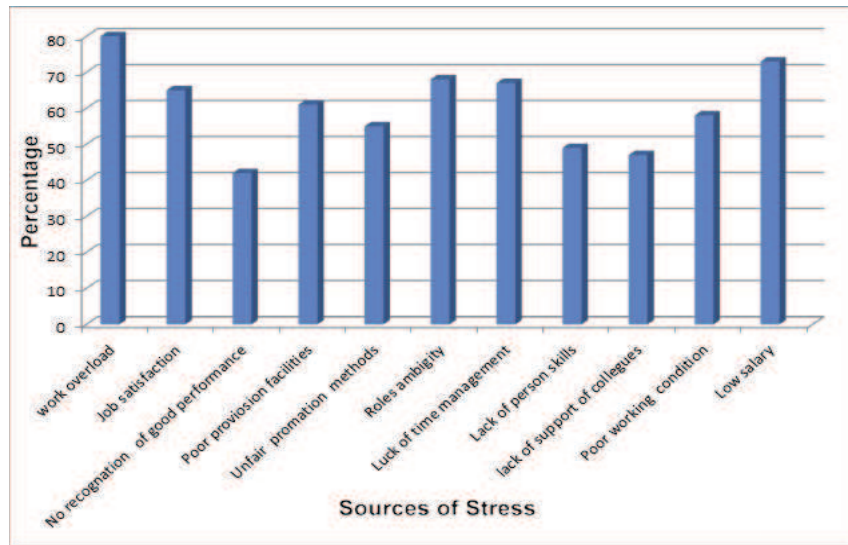


Figure 1: show the Internal sources of stress

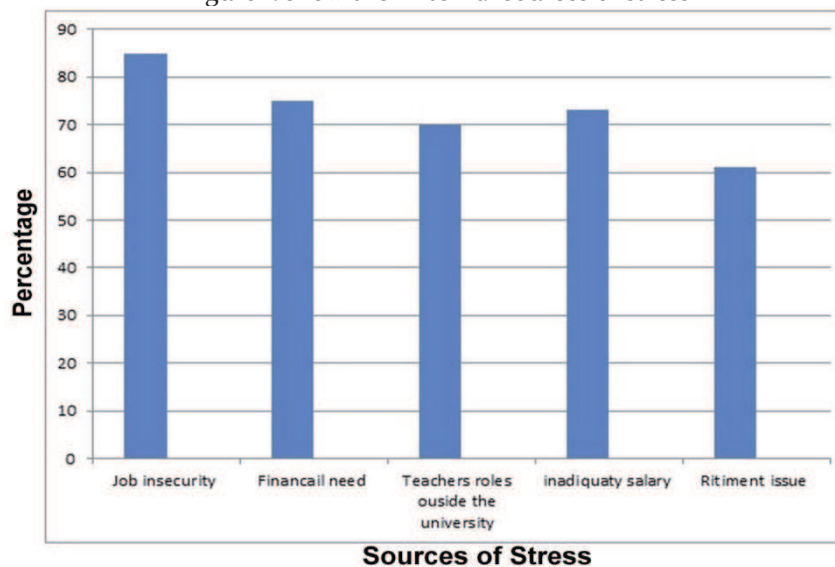


Figure 2: show External sources of stress

**Retirement issue:** The two figures shows the percentages of sources, of stress among teaching staff in public universities in Haryana staff, it revealed two factors which are higher among teaching staff. The external sources of stress which are, Job insecurity, with percentage of 87.04 contribute more to the stress. This corresponds with what Hina, (2003) said that the job insecurity and stress were significantly positively correlated. The second external factors, is financial need with 76.5%. Also Research shows that teacher's stress become problematic and potentially harmful when the challenges teachers face outpace their perceived ability to cope or when they perceive that important need are not being met (Kahn et al.,1994). Inadequate

salary with 73.2%, teachers roles outside of university 70% and 62% for retirement issue.

The internal factors of stress, we have work over load 79.7%, it has found that the teaching staff are highly stressor with teaching, examination, and other responsibilities. Slvo et al. (1994) also found that 'work over load' is the one factor leading to work stress. Lim & Hian, (1999) said that 'work over load' is the second significant stressor. Kinman & Janes, (2003) found that perception of an unmanageable work were associated with psychological distress. The second internal factor is low salary with 72.5%, role ambiguity with 67.5%. Quah & Compbell (1994) found that role ambiguity was positively and strongly related to work stress. both role

ambiguity and role conflict have been found as being sources of stress by Van sell et al.(1981),lack of time management with 66.03%, job satisfaction with 64.34% , poor facilities with 60 % , 59% for poor working condition , unfair promotion methods with 58 % , lack of personal skills with 49%,lack of support of colleagues 47%, the lastly was no recognition of good performance with 40 % . As Summus et al .(1994) and Sowmya & Panchanatham(2001 found that performance feedback ,participation in decision making , communication, office politics and power etc... as important sources of stress .

**Discussion:** The purpose of this study was to access job stress on performance among teaching staff in public universities Haryana state .

The data shown on table 1 , the level job stress On performance among female and male is significantly higher mean 120.34 and 80.20 for female . This argument was supported by Elliot and Eisdorfer,(1982) that for a given kind of stress , some are more vulnerable than others and sources of such variation are manifold . It should be understood once and for all that stress is that which happens to the man , not that which happens in him , it is a set of causes , not a set of symptoms Symonds,(1947)

Table 2 showed that there is strongrelationship between job stress and performance.

Twofigures showed the external and internal factors which contribute more for job stress among of teaching staff in Haryana state . For the external factors , job insecurity is number one with 87.04 percentages , the second higher external factor is financial need with 76.5%, inadequate salary for 73.2

, teachers roles outside of universities 70 % and 62% for retirement issue .

For the internal factors, the number one is work over load with 79.7 %

low salary with 72.5% as second , role ambiguity with 67.5 % ,lack of time management with 66.03%, job satisfaction with 64.34% , poor facilities with 60 % , 59% for poor working condition , unfair promotion methods with 58 % , lack of personal skills with 49%,lack of support colleagues 47%,no recognition of good performance with 40 %

**Conclusion & Recommendations:** The study revealed that , the teaching staff are working under higher level of stress especially female compare to male in Haryana Public universities . Job stress is related to low performance and lastly external factors which are : job insecurity, financial need , inadequate salary ,teacher roles outside of the universities ,contribute more in job stress among teaching staff.

Work over load, low salary ,role ambiguity ,job satisfaction ,poor working condition , poor facilities ,lack of time management , luck of personal skills , no recognition of performance are internal factors ,which are sources job stress among teaching staff in public universities Haryana state .Concerning the above data the paper recommended that , the public universities in Hryana state should put in place different strategies which should reduce to the minimum job stress , those strategies are seminars on stress management , Workshops, Conferences on stress management, and conflict resolution ,time management , Support Groups/Networks,Professional Counseling and teaching staff should participate in meditation ,Regular support activities, Exercises, good Sleep.

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