

## An Empirical Study of Stress among University Teachers

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### Abstract

Stress is ubiquitous phenomenon seems to have devastating effects on the well-being of individuals especially workers. This phenomenon is a part and parcel of daily living. This research paper tries to explain the stressors and stress manifestation in 149 university teachers. Primary data is used for the study. Mean, standard deviation and correlation are used as statistical tools.

Keywords: Stress, Stressors, Manifestation, Teachers and University.

### Prelude

Pressure at work place is difficult to avoid due to demands of the working domain. Pressure perceived as acceptable by an individual. Sometimes it makes worker attentive, courageous, able to work and learn depending upon the available resources and personal trait. When the degree of stress is high or it seems difficult to manage, it becomes stress. Stress can affect negatively personal fitness and output.

#### Causes of Occupational Stress: Stressors

Reason behind stress is known as stressors. Stressor may arise from individuals, group and organizational sources. Individual

stressors depend upon individual's own characteristics and these characteristics refer to the nature of an individual (Aswathappa, 1990). Groups stressors refer to poor relationship within inter and intra group. Organizational stressors consist of stress arising mainly due to role overload, role ambiguity, role conflict, unreasonable groups, under-participation, powerlessness, poor peer relationship, impoverishment, low status, stringent working conditions, unprofitability, etc. (Srivastava AK and Singh AP (1984)).

Stress is a departmental issue that can influence human in any community maybe its organization, residential place and religious place (Maphalala, 2014). Alike in their

organization, teachers are vulnerable to stress due to behavior of their work. There are so many factors which affect the degree and level of stress. Sometimes these factors maybe internal, maybe external and maybe both. Due to dynamic environment, organizational structure, educational system and process are going to change. Sometimes this change influences the teachers negatively (Luthans, F. Edition 12th). In universities, occupational stress is an issue, as it acts on output of teachers. It can involve teaching faculties-illness, avoidance of duties, indifference to lecture delivery, fatigue and non-presence etc. Occupational stress may hamper the personal and professional life of the teachers. This research paper is mainly for the study of manifestation of teacher's stress in Maharishi Dayanand University, Rohtak in Haryana.

**Objective of the Study:**

1. To measure the causes of stress among various categories (on the basis of position, gender and age).
2. To measure the relationship among stress variables.

**Research Methodology:**

The research is based on teaching faculty (Professor, Associate Professor and Assistant

professor) in MDU, Rohtak. In this research, data collection is done by the descriptive approach, as it provides more factual, relevant and reliable information. For the above objectives, data collection is done by primary source with a structured questionnaire. The questionnaire was distributed among 160 teachers of MDU, Rohtak and response from 149 of them was obtained. Collected information was sub-grouped on the basis of designation, age, gender, category, marital status and educational qualification. Population is segregated as 35 Professors, 41 Associate Professors and 73 Assistant Professors.

**Statistical Analysis and Findings:**

The researcher studied the stressors which are as follows: role overload, role ambiguity, role conflict, unreasonable groups, under-participation, powerlessness, poor peer relationship, impoverishment, physiological and psychological health, stringent working conditions and unprofitability. Relating to these, every statement of the questionnaire has 5 options which are Strongly Disagreed, Disagreed, Indifferent, Agreed and Strongly Agreed. Result, which are analyzed under sub-headings are as follows:

**Summary Statistics of Designation and Stressor****Report**

Designation		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
Professor	Mean	18.200	9.714	16.486	13.486	10.343	15.114	5.343	13.114	9.629	26.771	6.657	5.686
	S.D.	3.802	1.655	2.292	1.670	2.222	2.246	1.350	2.311	1.832	3.473	2.235	1.641
Associate	Mean	17.024	9.366	15.317	13.000	10.463	16.488	5.098	13.317	9.610	25.854	6.220	5.100
Professor	S.D.	2.593	1.318	2.274	1.323	1.976	1.832	1.357	1.738	1.320	3.446	1.956	1.446
Assistant	Mean	17.726	9.671	15.480	12.507	10.329	15.370	4.931	13.356	9.973	25.904	6.959	5.740
Professor	S.D.	3.211	1.599	2.693	1.565	2.261	2.525	1.284	1.593	1.936	4.553	2.312	1.937
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.074	13.289	9.792	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.329	1.813	1.760	4.026	2.209	1.757

Table no. 1

**Analysis of Designation and Stressor**

Designation categorized in 3 sub-heads – Professor, Associate Professor and Assistant Professor. Under the category of Professor, minimum mean is 5.3429 and standard deviation is 1.39 with powerlessness and maximum mean is 26.7714 and 3.4331 standard deviation with physiological and psychological health. But among associate professors the mean is minimum 5.0976 and 1.3565 with stressors ‘powerlessness and unprofitability’, highest mean 25.8537 and

3.4464 standard deviation with psychological and physiological health. On the other hand, among assistant professor, the highest mean is 25.9041 and standard deviation is 4.5526 with psychological and physiological health. Minimum mean is 4.9315 and standard deviation is 1.28 with powerlessness. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

Summary statistics of Age and Stressors:

Table no. 2

Age		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
<35	Mean	18.000	10.023	16.000	12.837	10.977	15.093	5.000	13.209	9.953	26.093	6.953	5.698
	S.D.	3.295	1.550	2.517	1.617	2.1656	2.467	1.291	1.372	2.278	5.291	2.497	1.994
35-50	Mean	17.218	9.364	15.109	12.582	9.927	16.054	5.073	13.582	9.854	26.436	6.509	5.436
	S.D.	3.095	1.458	2.393	1.536	2.168	2.422	1.386	1.978	1.496	3.293	2.008	1.761
>50	Mean	17.804	9.490	16.000	13.216	10.333	15.588	5.137	13.039	9.588	25.725	6.647	5.549
	S.D.	3.286	1.567	2.592	1.527	2.075	2.070	1.296	1.939	1.525	3.533	2.180	1.553
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.074	13.289	9.792	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.321	1.813	1.760	4.026	2.209	1.757

**Analysis of Age and Stressors:**

Age categorized in 3 slabs – less than 35, between 35-50 and greater than 50. Under the category of less than 35 age slab, minimum mean is 5.00 and standard deviation is 1.29099 with powerlessness and maximum mean is 26.0 and 5.29067 standard deviation with physiological and psychological health. But among ‘between 35-50 age’ slab, the mean is minimum 5.0727 and 1.38684 with stressors ‘powerlessness and unprofitability’, highest mean 28.4364 and 3.29289 standard deviation

with psychological and physiological health. On the other hand, among ‘above 50’ slab, the highest mean is 25.7255 and standard deviation is 3.53315 with psychological and physiological health. Minimum mean is 5.1373 and standard deviation is 1.29645 with powerlessness. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

Summary statistics of Gender and Stressors:

Table no. 3

Gender		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
Male	Mean	17.620	9.717	16.174	12.978	10.782	15.576	5.109	13.326	9.946	25.956	6.619	5.543
	S.D.	3.403	1.613	2.518	1.637	2.188	2.336	1.425	1.950	1.686	4.002	2.173	1.860
Female	Mean	17.684	9.403	14.859	12.701	9.702	15.684	5.017	13.228	9.544	26.316	6.789	5.561
	S.D.	2.916	1.399	2.318	1.451	1.964	2.362	1.142	1.581	1.862	4.089	2.281	1.593
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.074	13.289	9.792	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.321	1.813	1.760	4.026	2.209	1.757

**Analysis of Gender and Stressors:**

Gender categorized in 2 categories – Male and Female. Under the Male category, minimum mean is 5.1087 and standard deviation is 1.42549 with powerlessness and maximum mean is 25.9565 and 4.00251 standard deviation with physiological and psychological health. But among Female Category, the mean is minimum 5.0175 and 1.14160 with stressors

‘powerlessness and unprofitability’, highest mean 26.3158 and 4.089 standard deviation with psychological and physiological health. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

**Summary Statistics of Educational Qualification and Stressors:**

Table no. 4

Educational Qualification		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
Ph.D.	Mean	17.846	9.692	15.759	12.942	10.336	15.760	5.009	13.288	9.682	26.365	6.673	5.4519
	S.D.	3.398	1.514	2.529	1.467	2.193	2.304	1.318	1.836	1.807	4.201	2.270	1.62433
Non - Ph.D.	Mean	17.178	9.378	15.466	12.711	10.444	15.289	5.222	13.289	10.044	25.466	6.711	5.7778
	S.D.	2.724	1.585	2.510	1.792	2.116	2.408	1.329	1.779	1.637	3.552	2.085	2.03256
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.073	13.289	9.792	26.094	6.685	5.5503
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.320	1.813	1.760	4.026	2.209	1.75698

**Analysis of Educational Qualification and Stressors:**

Educational Qualification is categorized in 2 categories – Ph.D. and Non-Ph.D.. Under the category of Ph.D., minimum mean is 5.0096 and standard deviation is 1.31825 with powerlessness and maximum mean is 26.3654 and 4.20138 standard deviation with physiological and psychological health. But among category of Non-Ph.D., the mean is minimum 5.2222 and 1.32954 with stressors

‘powerlessness and unprofitability’, highest mean 25.4667 and 3.55221 standard deviation with psychological and physiological health. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

**Summary Statistics of Residential Status and Stressors:**

Table no. 5

Residential Status		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
Rural	Mean	18.000	9.619	15.381	12.714	11.381	14.714	4.762	13.143	9.904	24.429	6.286	5.476
	S.D.	2.569	1.717	1.774	1.383	1.322	2.369	1.179	1.389	1.814	4.905	1.978	1.861
Urban	Mean	17.586	9.594	15.719	12.898	10.203	15.766	5.125	13.312	9.773	26.367	6.750	5.562
	S.D.	3.314	1.513	2.623	1.601	2.232	2.309	1.339	1.877	1.758	3.816	2.245	1.747
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.073	13.289	9.792	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.321	1.813	1.760	4.025	2.209	1.757

**Analysis of Residential Status and Stressors:**

Residential Status is categorized in 2 categories – Urban and Rural. Under the category of Rural, minimum mean is 4.7619 and standard deviation is 1.17918 with powerlessness and maximum mean is 24.4286 and 4.90481 standard deviation with physiological and psychological health. But among category of Urban, the mean is minimum 5.1250 and 1.33988 with stressors ‘powerlessness and

unprofitability’, highest mean 26.3672 and 3.81640 standard deviation with psychological and physiological health. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

**Summary statistics of Category and Stressors:**

Table no. 6

Category		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
General	Mean	17.436	9.684	15.607	12.880	10.453	15.658	5.017	13.290	9.692	26.068	6.769	5.470
	S.D.	3.309	1.568	2.512	1.515	2.159	2.309	1.319	1.843	1.812	4.057	2.268	1.764
SC/ST	Mean	18.833	9.111	15.833	12.611	9.778	15.667	5.000	13.722	9.611	27.111	6.555	6.111
	S.D.	2.995	1.491	2.975	1.649	2.390	2.086	1.414	1.776	1.460	4.457	2.406	1.906
OBC/BC	Mean	17.857	9.500	16.000	13.143	10.429	15.214	5.642	12.714	10.857	25.000	6.143	5.500
	S.D.	2.413	1.286	2.038	1.955	1.910	2.966	1.150	1.540	1.351	2.987	1.292	1.454
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.074	13.289	9.7919	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.321	1.813	1.7602	4.025	2.209	1.757

**Analysis of Category and Stressor**

Designation categorized in 3 sub-heads – General, SC/ST and OBC/BC. Under the category of General, minimum mean is 5.0171 and standard deviation is 1.3195 with powerlessness and maximum mean is 26.0684 and 4.05719 standard deviation with physiological and psychological health. But among SC/ST the mean is minimum 5.00 and 1.41421 with stressors ‘powerlessness and unprofitability’, highest mean 27.1111 and 4.45750 standard deviation with psychological and physiological health. On the other hand,

among OBC/BC, the highest mean is 25.00 and standard deviation is 2.98715 with psychological and physiological health. Minimum mean is 5.6429 and standard deviation is 1.15073 with powerlessness. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

#### Summary statistics of Marital Status and Stressors:

Table no. 7

Marital Status		RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIM	PPH	SWC	UNPF
Married	Mean	17.712	9.616	15.648	12.864	10.248	15.760	5.040	13.312	9.656	26.008	6.568	5.504
	S.D.	3.179	1.538	2.566	1.515	2.187	2.380	1.352	1.811	1.607	3.838	2.134	1.683
Unmarried	Mean	17.291	9.500	15.791	12.916	11.000	14.875	5.250	13.167	10.500	26.541	7.292	5.792
	S.D.	3.444	1.560	2.303	1.863	1.956	1.985	1.151	1.857	2.322	4.960	2.528	2.126
Total	Mean	17.644	9.597	15.671	12.872	10.369	15.617	5.073	13.288	9.792	26.094	6.685	5.550
	S.D.	3.215	1.537	2.519	1.569	2.163	2.338	1.321	1.813	1.760	4.025	2.209	1.757

#### **Analysis of Marital Status and Stressors:**

Marital Status is categorized in 2 categories – Married and Unmarried. Under the category of Married, minimum mean is 5.0400 and standard deviation is 1.35242 with powerlessness and maximum mean is 26.0080 and 3.83846 standard deviation with physiological and psychological health. But among category of Unmarried, the mean is minimum 5.2500 and 1.15156 with stressors

‘powerlessness and unprofitability’, highest mean 26.5417 and 4.96053 standard deviation with psychological and physiological health. Overall response of stressors on the basis of designation was observed maximum average 26.094 and standard deviation is 4.025 and minimum mean 5.0738 and standard deviation is 1.3208 from psychological and physiological health, respectively.

Correlation coefficient matrix for selected variables:

Table no. 8

**Correlations**

	RO	RA	RC	UGPP	RFP	UP	PWL	PPR	IIP	PPH	SWC	UNPF
RO	1	.236**	.188*	-.006	.025	-.345**	.191*	-.213**	-.209*	.127	.328**	.305**
RA		1	.173*	.096	.106	-.154	.154	-.237**	-.188*	.217**	-.008	.085
RC			1	.024	.402**	-.348**	.208*	-.055	.053	.126	.111	.290**
UGPP				1	.123	.047	.047	.084	.157	.182*	-.074	-.200*
RFP					1	-.204*	.130	.079	.079	-.051	.046	.055
UP						1	-.474**	.275**	.164*	-.075	-.459**	-.517**
PWL							1	-.294**	-.020	.102	.388**	.422**
PPR								1	.201*	.022	-.136	-.260**
IIM									1	.002	-.191*	-.153
PPH										1	.239**	-.004
SWC											1	.438**
UNPF												1

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Correlation coefficient matrix as shown in table reveals that there is a moderate degree of positive correlation between unprofitability and stringent working conditions with the value of 0.438 at significant level 0.01. On the other hand, there is high degree negative correlation between unprofitability and under-participation with the value of -0.517 at significant level 0.01.. hence, it may be concluded that there is no uniformity in the association of selected variables among teaching faculty of MDU, Rohtak.

**Conclusion:**

After observing the results, the study revealed that stressors such as role overload, role ambiguity, role conflict, unreasonable groups, under-participation, powerlessness, poor peer relationship, psychological and physiological health, stringent working conditions and unprofitability had a significant impact on stress manifestation, especially psychological and physiological health and this study suggests that occupational culture and structure should be clear.



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