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JOB SATISFACTION AND OCCUPATIONAL STRESS AMONG FACULTY MEMBERS WORKING IN SELF –FINANCING COLLEGES

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Abstract

The improvements in instructional science and technology, individuals now lead more comfortable and productive lives. The word "standard of living" refers to the level of wealth, comfort, and access to essential services enjoyed by a specific socioeconomic group in a specific location. Several options for women's professional advancement exist today. Individual ideas of their roles have also developed throughout time. Demands from both the business and the home

have developed and gotten more complex. This leads to problems with career fulfillment and adjusting to new family dynamics. All of these are damaging to a person's psychological well-being. Increasing numbers of women are going to college, which bodes well for their economic and social independence. The main aim of the study was to study the profile of the sample respondents in the study area and to know the causes of work stress that affects faculties in the college atmosphere. To investigate the connection between job satisfaction, stress, and employment rates among graduates of top engineering programs. The researcher used a descriptive approach to their investigation. Descriptive research examines some aspect of an individual or group of people. Primary and secondary sources were used to compile the study's findings. There were a total of 150 teachers polled from various private schools in the Chennai area of Tamil Nadu. Analysis and interpretation of data have been performed using the percentile approach.

Key Words: Occupational Stress, Faculty Members, Self-financing Colleges and Job Satisfaction

Introduction

A teacher's passion, commitment, and attention to their subject matter make all the difference in the quality of their lessons. Jobs in education are widely recognized as among the highest in social prestige. Having qualified instructors on staff is crucial to any school's capacity to provide a high-quality education. Good educators not only lead their pupils in the proper direction, but also help to grow the country's human capital. Jobs in education therefore provide an opportunity to not only make a livelihood, but also to practice one of the oldest and finest occupations. Given the current state of affairs, it is crucial that educators feel deeply fulfilled in their job, which would encourage them to adopt a constructive outlook on their profession. ***Thomas et al. (2003)[13]***, job engagement refers to an individual's sense of psychological identification with his or her work and the significance of that employment in the individual's sense of self. It may be seen as the internalization of values concerning the goodness of work or the importance of work in the person's worth. Begley et al. (1993),[2] dedicated workers experience less stress because they are better able to deal with the challenges they face on the job. Workers experience occupational stress when they are subjected to job-related elements that either worsen or improve their physiological circumstances, respectively, and hence cause them to depart from their norms of performance (Jarvis 2002).[3]
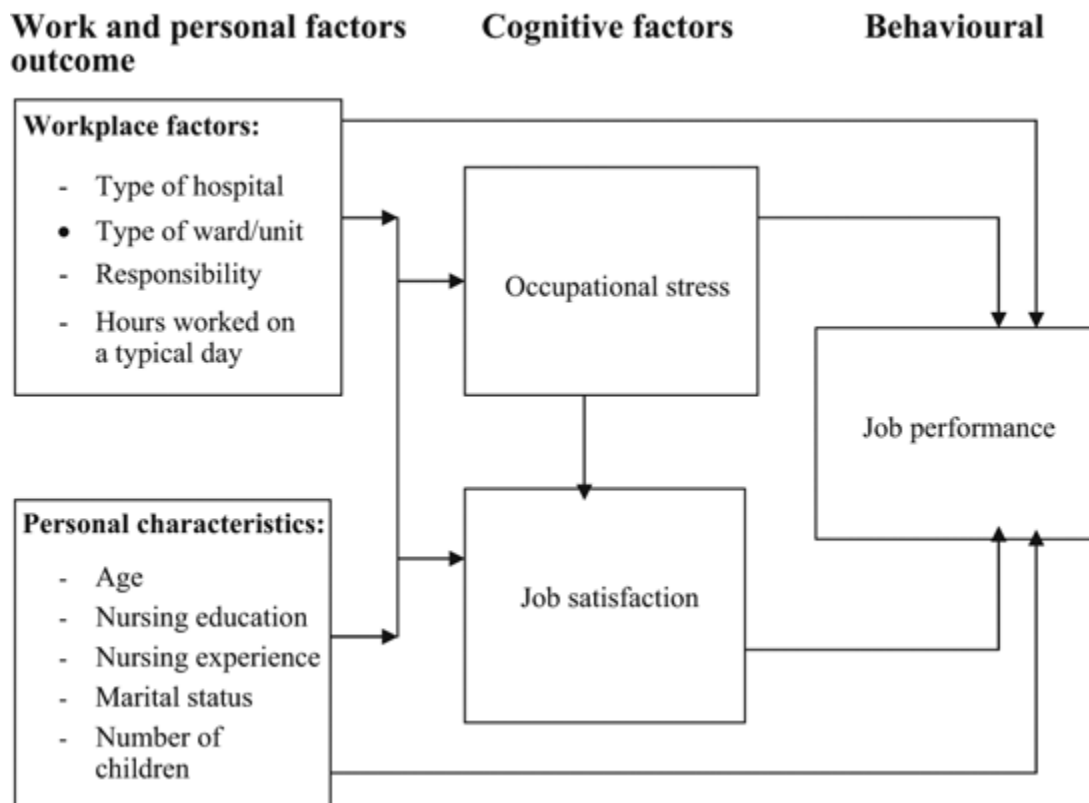
Occupational stress is "a condition emerging from the interplay of individuals and their work and characterized by changes inside persons that require them to depart from their normal functioning," as defined by Beehr and Newman (1978)[1]. Stress in the workplace is pervasive and expensive. One definition of job satisfaction is the positive mental and emotional state one has when they believe their employment contributes to or enables them to meet their most significant job values, provided those values are consistent with their own needs. An individual's contribution is bolstered since happy workers are more present and efficient in their work. However, it is becoming increasingly difficult to adapt to continually developing possibilities and difficulties due to the extraordinarily rapid development of science and technology. Having a job is vital to a fulfilling living. How content one is in their work situation may have repercussions in other areas of life, both professional and personal. Personal development is another benefit of doing meaningful work. When people are unhappy in their professions, it can have a negative impact on their lives, including affecting their ability to adapt personally, at home, and in their communities. When an employee is unhappy in his position, he is less productive. Employee dissatisfaction is another factor in the high turnover rate. Dissatisfaction on the job that leads to quitting. As a result, the company will have to spend time and resources training a new employee. Allocation by managers should be prioritized if we want to enhance productivity. As a result, they have rapidly established a link between their combined worth and their efficiency. Since the success of an activity's app is dependent on the number of people using it, participation levels matter. This implies that their ideal job and leisure activities have to

measure up to these high criteria. One potential resolution to this impasse may be gleaned from the literature on service-level satisfaction, employee happiness, and job satisfaction.

Review of Literature

Involvement in one's employment may be defined as "the extent to which one's attention is focused on, interest in, and care for one's current position in the labour force." This was found by a group of researchers led by Paullay (Paullay et al.,1994).[9] Most of the work, according to Robinson et al. (2004), receives unexpectedly little attention from the organization but yet gains in popularity. The phrase has been variously defined by scholars, but usually refers to an individual's "investment of time, energy. Kahn (1990)[4] defined it as "the harnessing of organization members' self to work roles; through participation, people utilize and express themselves physically, cognitively, and emotionally during role performances," however other researchers have offered their own interpretations of the word. Manshor et al (2003).[8] Tehrani (2008),[12] a number of factors can contribute to a stressful workplace, including a lack of empathy from management, a failure to involve workers in key decisions, incidents of bullying or harassment, frequent or unexpected shifts in the status quo, inadequate resources, competing priorities, and a lack of challenging work. Lore (1998), there is a direct correlation between being happy in one's job and having monetary, social, and psychological success. Research shows that workers who like their jobs are more productive and more likely to be considered for raises and promotions. Qualitative under load has been connected to discontent, sadness, irritability, and psychosomatic problems, whereas qualitative overload has been associated with work dissatisfaction, stress, and poor self-esteem.

Objectives of the study

The main aim of the study was to

1. To study the profile of the sample respondents in the study area

2. To know the causes of work stress that affects faculties in the college atmosphere.

Research Methodology

To investigate the connection between job satisfaction, stress, and employment rates among graduates of top engineering programs. The researcher used a descriptive approach to their investigation. Descriptive research examines some aspect of an individual or group of people (C. R. Kothari, 2007)[7]. Primary and secondary sources were used to compile the study's findings. There were a total of 150 teachers polled from various private schools in the Chennai area of TamilNadu. Analysis and interpretation of data have been performed using the percentile approach.

Findings, Results and Conclusion

1. Nature of the respondents

The characteristic of faculty respondents i.e., gender, branch of the study, domicile and family income are observed as it impact on the Job satisfaction and stress. The detail is given below.

Table.1
Profile of the respondents

Demographic Variable	Sub-Groups	No.of. Respondents	%
Age	Below 30	31	20.67
	31-40	67	44.67
	Above 40	52	34.67
Gender	Male	72	48.00
	Female	78	52.00
Branch	Arts	93	62.00
	Science	57	38.00
Domicile	Urban	56	37.33
	Semi-urban	54	36.00
	Rural	40	26.67
Marital Status	Married	92	61.33
	Unmarried	58	38.67
Qualification	PG	28	18.67
	M.Phil	46	30.67
	Ph.D	62	41.33
	Others	14	9.33
Designation	Asst. Professor	52	34.67
	Asso. Professor	26	17.33
	HOD	58	38.67
Experience	Upto 3 Years	14	9.33
	3 to 6 Years	29	19.33
	Above 6 Years	65	43.33
Monthly Income	Below Rs.10,000	56	37.33
	10,001 to Rs. 20,000	23	15.33
	20,001 to Rs.30,000	25	16.67
	Above Rs.30,000	44	29.33
Family Size	Upto 4 Members	58	38.67

	5 to 6 Members	90	60.00
	Above 6 Members	32	21.33
Total		150	100.00

The respondents are grouped based on their age as less than 30 years, 31 to 40 years and above 40 years. 31 (20.67%) are aged less than 30 years, 67 (44.67%) respondents are aged from 31 to 40 years and 52 (34.67%) respondents are aged more than 40 years. 72 (48.00%) are male and 78 (52.00%) are female. 93 (62.0%) student respondents are selected from the arts stream and 57 (38.00%) respondents are studying science courses. According to the domicile, 56 (37.33%) respondents are selected from the urban area, 54 (36%) respondents are from the semi-urban area and 40 (26.67%) respondents belong to rural area. 61.33% of respondents are married, 41.33% of respondents are with Ph.D as their educational qualification, 38.67 % of respondents are HOD, 37.33% of respondents are earn Below Rs.10, 000 as their salary and 60.00% of respondents are from the family contains upto 5-6 members.

Table 2: Stress Creating Factors

Factors	Scale	Frequency	Percent (%)
Job Insecurity	Strongly agree	32	21.33
	Agree	51	34.00
	Neutral	52	34.67
	Disagree	15	10.00
Lack of Motivation	Strongly agree	31	20.67
	Agree	67	44.67
	Neutral	32	21.33
	Disagree	20	13.33
Negative Attitude of Colleagues	Strongly agree	61	40.67
	Agree	45	30.00
	Neutral	21	14.00
	Disagree	23	15.33
Excessive Additional duty	Strongly agree	62	41.33
	Agree	36	24.00

	Neutral	27	18.00
	Disagree	25	16.67
Lack of Research & Personal Growth Opportunities	Strongly agree	59	39.33
	Agree	53	35.33
	Neutral	18	12.00
	Disagree	20	13.33
Work-home conflicts	Strongly agree	64	42.67
	Agree	35	23.33
	Neutral	22	14.67
	Disagree	29	19.33
Total		150	100

Source: Primary data

From the table above, it is observed that 21.33% strongly agree and 34% agree that job insecurity is the reason for stress. 20.67 % Strong Agree and 44.67% agree that lack of Motivation is a stress creating factors. 40.67% strongly agree and 30% agree that negative attitude of colleagues has a strongly influence on stress. 41.33% strongly Agree, 24% agree that excessive Additional duty has a strongly influence on stress. 42.67% Strongly Agree 23.33% Agree that lack of research & personal growth opportunities has an influence on stress. 26% strongly agree, 48% Work-home is the reason for stress. Findings from a cumulative value of strongly agree and agree reveals that the percentage of respondents conclude that lack of motivations is having greater influence on the stress.

Conclusion

Walter Cannon,termed this instinctive response to stress the "fight or flight" response, which happens when someone faces an immediate threat and must decide whether to fight back or run away. The teaching profession used to be looked up to as a "low stress employment," with employees being envious of the job security, low workload, and other privileges, such as paid vacations abroad for professional development. Recent research, however, suggests that professors may be among the most stressed workers. Recent years have seen an uptick in research on the correlation between an individual's level of job satisfaction and their level of success on the job. Problems plaguing India's education system include a scarcity of trained educators, a curriculum that doesn't keep up with the needs of the workforce, rising student emigration, and an inadequate infrastructure to support the country's expanding student body. (Manshor, 2003)[8]. Under these conditions, the working conditions of college professors

become an essential factor in enhancing the quality of higher education in India. Teachers in higher education are tasked with not just educating and advising their students, but also leading research and growth in their particular professions. An educator's love, devotion, and commitment to their pupils directly impact the quality of their instruction. Among all the jobs available in our country, teaching is widely considered to be the most honorable.

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