

IMPACT OF STRESS ON QUALITY OF TEACHING-A CASE STUDY WITH REFERENCE TO WOMEN FACULTY IN POST GRADUATE COLLEGES IN VISAKHAPATNAM, ANDHRA PRADESH.

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Abstract:

Stress management has become a most important and valuable teaching to boost the employee morale and company's productivity in all companies. All the organizations have understood that the employees play a key role and they should be out of stress to give a high performance atmosphere. Stress on teaching faculty plays a vital role not only on the organizations but also on the students. This paper brings out a clear understanding about the factors contributing to stress on women faculty working in post graduate colleges.

Key Words: Stress, Productivity

1. INTRODUCTION

In this modern scenario a large number of women are working in equal number with men in all kinds of employments especially in the service sector.

It can be observed that majority of the women are shouldering all types of responsibilities equal to men irrespective of the sector in which they are working. The presence of the women can be felt at all levels of management and participation in crucial decisions at the top level of the organization. With the growth of industrialization and economic restructuring the role of women is growing continuously. The contribution of women is more in their family, economy, work and employment and they are becoming a major part in the development of the economy and still they remain invisible and ignored. Women are playing a larger role in both social and cultural arena. As the participation of both men and women are becoming equal, more protection has to be provided for women at the work place. Their presence in the education sector is quite impressive in the present scenario on schools and Universities. Women form a major chunk among the domination of women faculty is found not only in arts and science colleges but also in colleges of engineering and technology. It is a fact that they are committed to the physical, intellectual and moral well-being of the students and in shaping the personality of the students. It is not an exaggeration to say that women shape the destiny of the nation in the classrooms. The proverbial statement that "men build houses but women build homes" continues to be true even in the twenty-first century. Being engaged with their household activities and heavy stress at their work, women are facing stress which is damaging their mental equilibrium.

Stress management has become a most important and valuable teaching to boost the employee morale and company's productivity in all companies. All the organizations have understood that the employees play a key role and they should be out of stress to give a high performance atmosphere. There are varieties of techniques to manage stress in organizations.

High stress jobs refer to work, which involves hectic schedule and complex job responsibilities that result into imbalance between personal and work life. Overwork may affect physical health of individual resulting into ineffective work and dissatisfaction among employees leading to imbalance in family or personal life also. Due to improper job role assignment, improper working conditions, under utilization of skills and organizational policies the employees could be stressed. There are lots of individual stressors like role ambiguity,

psychological hardiness and type of personality that affect the morale of the employee as a whole. Women who have to manage both the organizational and personal demands feel more stressed which in turn disturbs their personal health too.

2.OBJECTIVES OF THE STUDY

1. To identify the perception levels of women faculty in post graduate colleges, Visakhapatnam.
2. To examine the level of stress faced by them.
3. To understand the factors contributing to stress in faculty.
4. To offer some suggestions for the effective management of stress.

3. SCOPE OF THE STUDY

It is the fact that the success of any organization depends on the quality of work force. We can observe from the last two decades women are increasingly entering into service sector particularly into teaching field. Women are truly committed to their physical, intellectual and moral well-being of students entrusted to their care. Women feel that teaching is a decent job where stress is less and that suits their lives. They feel that teaching is a profession which does not disturb their personal lives. But the demands of the colleges are quite increasing which is showing a negative impact on their personal lives too. So it can be considered as the need of the hour to analyze the stress being faced by them and its impact on quality of teaching. This study on impact of stress on quality of education is done particularly on women employees who are working in post graduate colleges existing in Visakhapatnam city. The main emphasis is to analyze the factors that are contributing to the stress faced by women. The study is limited to women employees.

4.THEORETICAL BACKGROUND

T. Narayana Rao, Dr. V. Srinivasa Prasad (2017) in their study defined stress as a pressure or mental emotion caused due to many adverse demands of the individuals. They also stated that more stress can be observed in BPO's where women forms the majority of the work force. They have analysed the factors of stress faced by women employees in their sample study conducted in various BPO's in Visakhapatnam city. They have suggested the BPO's, different strategies to make their employees balance their work and life in a better way.

V. R. Akshaya & Dr. S. Usha (2017) expressed that the most important factor in any human's life is stress. It is playing a major role in the health and performance of any employee. Many negative consequences can be observed such as illness, high absenteeism rate, low productivity and high attrition rate. They also advised many organizations to understand the level of stress faced by their employees and to take relevant measures to overcome that stress so that employees feel better and lead a more comfortable life.

M. Patil (2016) Stress is becoming a complex task in today's modern life. In this modern era, women are supposed to play dual roles as housewife and bread earner. A study was conducted to analyze and examine the level of stress among both the working women and house wives. They found that the working women are experiencing more pressure when compared to non-working employees.

Priya Makhija, Dr Gajendra Naidu (2016) felt that the individuals need to spend most of their time at work which is required for the development of the nation and individual as well. Therefore it is quite common for everyone to experience stress at some sort of their job. So it is required for the organizations to think of measures to be taken by them to manage their employees come out of stress. It is the fact stress is becoming a silent killer which is damaging the personal and professional lives of the employees.

Dr. A. Chandra, Balaji, Kishore (2015) have conducted a study in Chennai city to understand the stress among married and unmarried women employees. They have identified that the married women are experiencing a high level of stress when compared to unmarried ones. Married women have multiple roles to play at their family and at work.

Tharini Ramanathan, Ramanathan Mohan, Ganesh Rajendran (2014) observed that stress is more in IT sector when compared to others. Women are significantly more in IT sector and it is becoming a major concern for the

organizations to frame policies for its employees. Continuous demands of the organizations and improper work timings are making them feel more stressed.

5. RESEARCH METHODOLOGY

The data for the present article has been collected from the respondents of Visakhapatnam city through a structured questionnaire taking into consideration the views of the women faculty working in post graduate colleges.

Primary Data:

- a. Structured Questionnaire
- b. Observation Method
- c. Interview Method

Secondary Data:

- a. Articles
- b. Research Papers

Sampling Unit: The profile of the sample respondents comprising of Women faculty working in post graduate colleges in Visakhapatnam city.

Sampling Size: To get the opinion of the respondents a sample of 200 people were selected basing on convenient sampling.

6. DATA ANALYSIS AND INTERPRETATION:

Table: 6.1 Demographic classification of the respondents

Age (Yrs)	%	Education Level	%	Designation	%	Experience	%	Income Level	%
25-35	50	M.Phil	20	Asst Professor	80	Below 5 Yrs	70	Below 10,000	0
35-45	40	PhD	10	Assoc Prof	10	5-10 Yrs	20	10,000-20,000	80
45-55	10	NET/SLET	10	Professor	10	10-20 Yrs	10	20,000 & Above	20
55 & Above	10	PG	60			Above 20yrs	0		

Source: Primary Data

Table: 6.2 Demographic classification of the respondents

Marital status	%	No.of Children	%	Age of Children	%	Family Type	%	Dependents	%
Married	80	One	20	1-10 Yrs	20	Joint	60	Parents	20
Unmarried	20	Two	70	10-20 Yrs	70	Nuclear	40	Parent-in-Laws	60
Divorced	0	More	5	Above 20	10	Extended	0	Others	10
		None	5					None	10

Source: Primary Data

Table : 6.3 Descriptive statistics of demographic variables

Particulars	N	Mean	Std.Deviation
Age	200	50	46.90
Education Level	200	50	47.6
Designation	200	66.6	98.1
Experience	200	50	62.18
Income Level	200	66.6	83.2
Marital Status	200	66.6	83.2
No.Of children	200	50	61.64
Age of children	200	66.6	49.3

Family Type	200	66.6	28.2
Dependents	200	50	47.6

Source: Primary Data

The above table shows the details regarding the demographic characteristics of the respondents in the PG colleges in Visakhapatnam city. The data reveals that 50% of the respondents belongs to the age group of 25-35 years. Around 60% of the faculty possess post graduation as their educational qualification and are in Assistant Professor position. It is also found that around 70% of the respondents are having less experience i.e below 5years. The income levels of the respondents, 80% are varying in between 10,000-20,000.

Table : 6.4 Percentage analysis of Organizational stressors

Particulars	Strongly Agree (%)	Agree	Neutral	Strongly Disagree	Total
College has sufficient number of faculty	20	30	10	40	100
Are you allotted with only academic activities	10	10	20	60	100
Are you comfortable with college timings	25	30	10	35	100
Meetings are conducted often to analyze the performance of the faculty	10	10	25	55	100
Have you ever felt like quitting your job	20	20	0	60	100
Does your college encourages in career development	20	20	10	50	100
Work environment is satisfactory	10	20	30	40	100
Do you think teaching profession is more challenging	35	40	15	10	100
No.of classes per week is causing stress on us	25	40	15	20	100

Source: Primary Data

Organizational Stressors (table 4) have a significant importance. There is a considerable amount of investment in human resources in an organization and it increases if people work in unhealthy and stressful environment. The above table is helpful in analyzing the level of stress they are facing at their work place. It can be observed that 40% percent of the respondents opinioned that their college is not having sufficient number of faculty. 60% of the faculty expressed that they were not allotted only with their academic works. 35% of the faculty expressed that their college timings are satisfactory. Majority of the respondents felt like quitting their job due to heavy stress and 40% expressed that their work environment is not satisfactory. The above table reveals that respondents feel that teaching is a more challenging profession.

7. FINDINGS:

1. Majority of the respondents expressed that colleges are not employing sufficient number of faculty which is causing stress on them.
2. 60% of the respondents expresses that they were not only allotted with academic related activities but also involved in administrative works in the colleges.
3. Nearly one-third of the respondents expressed that they were not happy with the college environment.
4. Half of the respondents felt that meetings are not frequently conducted to assess the performance of the individuals
5. Majority of the respondents i.e nearly 60% felt like quitting their job.
6. Majority of the opinioned that their colleges are not encouraging them in their career development.
7. Respondents nearly 40% felt that teaching profession is a ever challenging job.
8. Respondents also felt that the number of classes they are taking in a week is causing huge stress on them.

8. SUGGESTIONS:

1. It is found that respondents are not happy with college environment and advised colleges to take necessary steps to make more eco-friendly.
2. Colleges are advised to recruit sufficient employees to reduce stress on the existing employees working.
3. Colleges are advised to take necessary steps to reduce stress by conducting certain programs like mediation classes for the faculty, gatherings with their families etc.
4. Colleges have to encourage their employees in their career development which enhances both the organization and personal lives as well.

9. CONCLUSION:

The success of any organization depends on this potential work-force. It is the fact that potential human resources are very scarce and organizations should take care of them by providing good facilities to them. Every organization has to ensure their employees with safety and security particularly to women employees. It is the hour of need that all the organizations have to concentrate on stress management programs to their employees which shows a negative impact on their quality of teaching.

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