

## **Effect Of Stress And Burnout On Job Satisfaction Among College Faculty Members**

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### **Abstract**

Stress is the summation of consequences for all vague organic experience extricated by troublesome and undesirable outside weights. A person might sense it whilst he/she is gone up against with a troublesome and additionally unavoidable circumstance. Stress has been characterized by such huge numbers of researchers in various timeframe. Now a day's the level of occupational burnout is increasing in teaching field because they are forced to do lot of works like admission, administration, workload, mentor etc., so that many of them left form teaching field and also faculty members are facing many problems in their job so we are considering all the factors that influencing the stress. This article may help to decrease and overcome the stress of college professors.

**Key works:** stress, workload, occupational burnout

### **INTRODUCTION OF THE STUDY**

Stress in teaching job holds down the eminence of the teachers which crafts an extreme unhappiness in the within the teachers due to heavy workload, unbound condition of employment, low compensation remittances, absence of vocation advancement, absence of correspondence, disturbances in the school or school by peer, teachers/ labourers/ understudies/ others, family and money related issues. Teachers stress wears away the peacefulness in the mind and life of teachers which leads in negative effect towards executing their work. Teacher stress might be characterized as the experience by a teacher of horrendous, negative feelings, for example, outrage, uneasiness, pressure, disappointment or despondency, coming about because of some part of their work as a teacher. When all is said in done, individuals accept that the teacher's life is peaceful or less worried in nature. This is a direct result of the fantasy in the network that teachers needs to work just a few class hours in school or school and they are in relaxation for the staying five to six hours. Regardless of whether it is valid or not, encouraging calling is additionally not absolved from the wiry pressure.

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'Teaching Teachers to De-stress' an article by Wilson(1979), found that 90% of teachers in California experienced probably a type of pressure and 95% of teachers are happy to take

## **EFFECT OF STRESS AND BURNOUT ON JOB SATISFACTION AMONG COLLEGE FACULTY MEMBERS**

pressure adapting preparing occasions to deal with their pressure. In their investigation for the teachers which raised attention to that around 30,000 teachers engaged with a specialized curriculum needs to leave from their calling each year to avoid the upsetting uncommon school condition. Stress in encouraging calling is recognized widely and it was discovered that their emotional wellness is altogether less fortunate than that of other high focused on callings.

### **STRESS AMONG TEACHERS**

Stress is the summation of consequences for all vague organic experience extricated by troublesome and undesirable outside weights. One can feel it when he/she is gone up against with a troublesome and additionally unavoidable circumstance. Stress has been characterized by such huge numbers of researchers in various timeframe. All their points seems to be important in one point of view in other words, i.e., stress as an outer occasion or inward drive takes steps to disturb the balance of creature stress is a unique state inside a living being because of an interest for adjustment, as an apparent unevenness among request and reaction limit under conditions where inability to fulfil need has significant results characterized stress in two distinct manners.

### **JOB STRESS**

Stress is made as a result of labourers' under advantaged abilities that are not coordinated with the requests of employment as it makes work disappointment among the labourers perspective. Something else, the extended disappointment with one's activity may demonstrate the best approach to work pressure. Occupation stress can be portrayed as the harmful physical and enthusiastic responses that happen when the 20 requirements of the action don't organize the limits, resources, or necessities of the worker. Occupation stress can provoke unanticipated shortcoming and even injury. It is a physical, mental and enthusiastic mileage realized by incongruence between the necessity of occupation and abilities, assets and requirements of the worker to adapt to work requests.

### **OCCUPATIONAL BURNOUT**

Occupational burnout is thought to result from long haul, un-resolvable occupation stress. The paper depended on his perceptions of the volunteer staff (counting himself) at a free facility for medicate addicts. He described burnout by a lot of side effects that incorporates weariness coming about because of works over the top requests just as physical indications, for example, cerebral pains and restlessness, "snappiness to outrage," and shut reasoning. He saw that wore out specialist "looks, acts, and appears to be discouraged". Enthusiasm for word related burnout developed. Since the expression "wore out" was a piece of the title of A Burnt-Out Case, which managed a specialist working in the Belgian Congo with patients who had sickness, the expression may have been being used outside the brain research writing before utilized it.

So as to examine burnout, various analysts grew increasingly engaged conceptualizations of burnout. In one conceptualization, work related burnout is described by passionate fatigue, depersonalization (treating customers/understudies and associates in a critical way), and diminished sentiments of business related individual achievement. In another conceptualization, burnout is thought to include enthusiastic depletion, physical exhaustion, and psychological exhaustion. A third conceptualization holds that burnout comprises of fatigue and separation the centre of the three conceptualizations.

Since a long time ago restricted to these measurements, burnout is presently known to include the full exhibit of burdensome side effects. Partners concentrated on burnout inside human help callings (e.g., teachers, social specialists). She later extended the utilization of burnout to remember people for some different occupations.

### Reviews of literature

**Guangdong Wu et al. (2019)** have aimed to examine the influence on job stress on job burnout and job performance of construction project managers in China. Here job stress include role ambiguity and role conflict. Method used for this study Job Demand Resource (JD-R) method. The result revealed that role ambiguity has negative impact on job burnout and job performance whereas role conflict only affects job burnout and career counselling negatively moderates the job burnout and performance.

**Jasim Al-Asadi et al. (2018)** have determined the pervasiveness and prejudice factors of self-reported burnout among primary school teachers in Basrah. 800 respondents were taken and questions are raised based of different demographic factors. The result found that there is significant relationship between job burnout and demographic factors like age, gender, marital status. Also there is significant relationship between work place factors like work overload, career advancement and higher number of students in the class.

**Natasha Khamisa et al. (2015)** have focused mainly on work related stress, job burnout and general health of the nurses in South Africa. 1200 nurses were participated in the survey and answered given questionnaires. Result of this study states that issues like poor staff management, resource inadequacy and security risks are the key factors of the job burnout. It also conclude that burnout have direct impact on the nurses mental health.

**Hamid Zeinalpour et al. (2014)** have determined the impact of job stress on job burnout among employees of Islamic Azad University of Tabriz. From 705 employees data were collected and it used descriptive correlation method. Result shows that physical environment, job conflict and role ambiguity have high impact on job stress and burnout whereas gender and age have less impact.

### PURPOSE OF THE STUDY

1. To study the Organisational and Individual factors that causes stress among teachers working in colleges
2. To understand the relationship between stress and job performance

### Sampling Design and Selection of Sample Size

Sample size in this confined to be 452. In this research, the respondents are the College Teachers in coimbatore district.

The unit of study was seven taluk in coimbatore district collecting data from the college teachers.

The below table provides the details of the sampling techniques:

College	Population	Total Colleges	Sampling Techniques
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**EFFECT OF STRESS AND BURNOUT ON JOB SATISFACTION AMONG COLLEGE FACULTY MEMBERS**

Coimbatore (Taluk wise)	Select the population from Seven taluks in Coimbatore District	28 arts & Science colleges and 12 engineering colleges in Coimbatore DT, also total number of assistant Professor in those 28 colleges are 1021(approx)	First stage (probability sampling) Simple Random Sampling.  Second Stage (Non-probability sampling) Convenience Sampling method is used and the sample size is arrived.
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**Sampling Method:**

Two Stage Sampling Method is adopted for this study, the first stage of sampling is selecting the taluks in coimbatore district by using “Simple random sampling”, and the second stage of sampling is selecting the assistant professors from the selected taluks; so for that “Convenience Sampling” is adopted, so the study has adopted “**Two Stage Sampling**” for this research

**Statistical Tools Used:**

Statistical techniques associated with completing a study contain planning, designing and collecting data, analyzing, representing meaningful interpretation and revealing of the study findings. In this study, results were investigated by utilizing different statistical tools. The results were compared and analyzed by using descriptive analysis.

1. Correlation
2. Regression – Multiple regression

**Data Analysis and Interpretations**

**Correlation analysis on relationship between stress and job satisfaction among college faculty members**

In order to scrutinize the nature and quantum of association of variables with college faculties job satisfaction correlation analysis is used. Variables considered for Chi-square have been considered for Correlation test too. Out of eleven variables selected for correlation analysis, four variables have been found to be significant. Gender, age, family size, Family type are found to be significant at five per cent level.

**Table No.1: Variables associated with level job satisfaction among college faculty members**

Variables	R	R <sup>2</sup>
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Gender	0.103*	0.011
Age	-0.125*	0.016
Educational Qualification	0.056	0.003
Designation	0.061	0.004
Experience	0.062	0.004
Department	-0.044	0.002
Type of Institute	0.019	0.000
Marital Status	0.039	0.001
Income	0.054	0.003
Family Size	0.161**	0.026
Family Type	0.267**	0.071

### **Gender**

Gender and job satisfaction are positively correlated. Male entrepreneurs have high level of satisfaction. The coefficient of determination ( $r^2$ ) shows that gender accounts for 1.10 per cent of the variation in the level of satisfaction.

### **Age**

Age and job satisfaction are negatively correlated. More than 45 years of age group faculties have high level of satisfaction. The coefficient of determination ( $r^2$ ) shows that age accounts for 1.60 per cent of the variation in the level of satisfaction.

### **Family Size**

Family size and Satisfaction are positively correlated. Up to three members in a family have high level of satisfaction. The coefficient of determination ( $r^2$ ) shows that family size accounts for 2.60 per cent of the variation in the level of satisfaction.

### **Family type**

Family type and Satisfaction are positively correlated. Faculty members, nuclear family have high level of satisfaction. The coefficient of determination ( $r^2$ ) shows that family type accounts for 7.10 per cent of the variation in the level of satisfaction.

### **Multiple regression analysis on relationship between stress and job satisfaction among college faculty members**

**EFFECT OF STRESS AND BURNOUT ON JOB SATISFACTION AMONG COLLEGE FACULTY MEMBERS**

In order to find out the variables that determine faculties job Satisfaction, all the variables included for correlation analysis have been regressed on faculty job Satisfaction Index. The following regression equation has been framed to ascertain the impact of the variables on Satisfaction. Gender, age, designation, department, family size and family type are significant at five percent level.

**Table No.2: Determinants of job Satisfaction among college faculty members**

<b>Variables</b>	<b>Regression coefficient</b>	<b>Standard error</b>	<b>T</b>	<b>Sig</b>
Gender	1.77*	0.064	-0.206	0.024
Age	.158*	0.206	0.628	0.040
Educational Qualification	-.130	0.000	0.503	0.114
Designation	-.143*	0.000	1.310	0.014
Experience	-.189	0.000	1.551	0.213
Department	.136*	0.034	-0.042	0.040
Type of Institute	.150	0.070	0.591	0.810
Marital Status	-.178	0.170	0.617	0.625
Income	.120	0.035	0.543	0.325
Family Size	.113*	0.045	-1.813	0.037
Family Type	.134*	0.365	-1.160	0.031

\* Significant at five per cent level

Constant : 44.514

Std. Error of Estimate : 5.198

$\bar{R}^2$  : 0.467

$R^2$  : 0.349\*

**Gender**

The regression coefficient indicates that gender positively influence job satisfaction. Male faculty members have high level of satisfaction.

**Age**

The regression coefficient indicates that age positively influence job satisfaction. Faculty members, who have more than 45 years of age have high level of satisfaction.

**Designation**

The regression coefficient indicates that designation negatively influence job satisfaction. Professors have high level of satisfaction.

**Department**

The regression coefficient indicates that department positively influences satisfaction. Faculty members who are working in arts department have high level of satisfaction.

### **Family Size**

The regression coefficient indicates that family size positively influences satisfaction. Up to three members live in a family have high level of satisfaction.

### **Family Type**

The regression coefficient indicates that family type positively influences satisfaction. Nuclear families have high level of satisfaction.

The value of  $R^2$  is found to be significant at five per cent level. This shows that the regression equation framed is a good fit. Around 34.90 per cent of variation in level of customer satisfaction is due to the select variables.

### **Suggestion and Conclusion**

- Faculties working in private institutions have high level of stress so private institute management is requested to conduct programs regarding mental health in order to improve cognitive and intellectual performance as well as problem solving ability among teachers.
- Teachers should be educated regarding burnout and its effects so that they can improve their teaching in order to get better result.
- Private institute faculty members are more stress full in admission work so the institute top management is requested to appoint separate team for admission in order to improve the academic performance and reduce the job stress and burnout.
- Senior junior relationship is not good in all institutes so principals and head of the departments are requested to concentrate more in intra conflicts. In some institutes junior faculties re treated as slave.
- Subject handling hours should be allotted based on the subject taken.
- Subject allocation is based on the willingness of faculty members.
- Workload distribution to be maintaining equal. Junior faculty members have more administration work.
- Monetary benefits should be given based on the performance.

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The author(s) declared potential conflicts of interest with respect to the research, authorship and/or publication of this article

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**EFFECT OF STRESS AND BURNOUT ON JOB SATISFACTION AMONG COLLEGE FACULTY MEMBERS**

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