

Effects of Stress among the Faculty Working in Private Universities and Colleges with Special Reference to Uttarakhand (India)

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Abstract: *The faculty plays a vital role in the higher education industry, in business and social environment in India, which is changing very drastically in achieving the organizational visions. The aim was to focus and analyze the level and the impact of stress among academics of the private Universities and colleges in Uttarakhand and also to analyze the factors responsible for stress on them in academics in today's scenario. The after effects and the repercussions which may be burnout of the individuals in the education industry due to stress, is also tried to be covered. These are very evident now days. For this purpose the privately owned Universities and colleges are covered. The observation shows that the faculties are in a stress due to certain different reasons. Occupational stress index was used to measure the level of the stress and its impact on the faculties. The empirical analysis on the basis of the data collected shows that factors like role overload, role ambiguity, role conflict are reasons for stress among females faculties. But the factors like political pressure are responsible for creating the stress in both. The research shows that there are different factors causing stress on at different age groups, some cause stress approximately at similar level on both. It can be restricted by reducing the role conflict, role ambiguity and putting a check on the factors like organizational politics.*

Index Terms: Occupational Stress, Role Ambiguity, Strenuous Working Condition.

I. INTRODUCTION

Stress according to Bruno (1991) "the rate of wear and tear on an organism." According to Selye a Canadian physician (1976), studied the effects of stress on health related issues at an early stage. The definition provided by him was- "stress as the sum of all nonspecific changes caused by function or damage." Suggestion made by him was that there will be response by the human body to "flight or fight" syndrome i.e. to any psychological changes.

Occupational stress is when the capabilities, resources or needs of an individual are not at par with the requirements of the job, the harmful emotional and the physical responses which occurs can be defined as occupational stress. It may lead us towards deterioration of health and even injury. It is very different from challenge. Challenges provides us positive energy, it is a motivating factor for our learning. It gives a sense of achievement, satisfaction and relaxation when a challenge is met. (U.S. NIOSH, 1999).

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Occupational stress arises from the dissatisfaction, harassing events or due to the personal and working conditions and working environment. It is a condition of mental and physical exertion. It is evident that the interaction between the working conditions and the worker leads to occupational stress. But which one is the primary cause for the occupational stress, the features of the worker or the working conditions, is debatable. It can affect the employee's mental, social, emotional and physical health which leads to depression, irritation, somatization and substance ingestion. All these leads to diminution performance at work place. These disorders are also the causes for low concentration, improper communication, human resource problems and lack of decision making.

Since the job profile of University faculties have changed drastically in the course of time the stress is seen as a result of the increased pressure in their job.

II. OBJECTIVES OF THE RESEARCH

- i. To analyze the stress on the teachers working in private Universities and colleges.
- ii. To study the factors responsible for stress on them in academics.
- iii. To analyze the level of stress on the academicians.
- iv. Suggest the remedial measures to overcome the problems.

III. RESEARCH METHODOLOGY

The focus was on the hilly state of North India i.e. Uttarakhand. Dehradun being the capital city of the hill state of Uttarakhand, it is considered as the education hub since ancient times. It is a valley in the foothills of Himalayas famous for its environment, peace and education. The Population includes the faculty working in the private universities of Uttarakhand. Occupational Stress Index developed by Srivastav and Singh (1981) is used to measure the occupational stress.



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It consists of 12 factors and 46 items, The index is rated on five point Likert scale. Out of 46 units, 18 are 'False – Keyed' and 28 are 'True – Keyed' .

A. Content Validity and Reliability

To check the reliability of the primary data collected and the content validity, Cronbach alpha test was carried. the alpha value of 0.7 and above should be considered (Nunnally, 1978). The Cronbach value (of Stress) came out to be above 0.73 which demonstrates the internal consistency of the scales. (Cronbach-1981)

Occupation Stress Index 0 .73

B. Sampling Design

For collecting the primary data simple random sampling was used. More than 150 people were targeted out of which only

136 responses were received. Electronic mail was used to send the structured-undisguised questionnaire and receive the responses.

C. Data Collection

For the collection of primary data, personally administered the questionnaires for the academicians since some of the respondents were reluctant to answer for which the personal attention helped to get the responses. For the collection of secondary data Shodh Ganga, Internet, related books , Elsevier and other Academic Journals were referred. It helped in analysis and additional empirical support

III. ANALYSIS AND INTERPRETATION

Table-I: Respondents Demographic Factors.

| S.NO. | FACTORS | PARTICULARS | NO. OF RESPONDENTS | %age. |
|-------|---------------------------|--------------|--------------------|-------|
| 1 | Gender | Male | 87 | 64% |
| | | Female | 49 | 36% |
| | | Total | 136 | 100% |
| 2 | Marital Status | Married | 96 | 71% |
| | | Unmarried | 40 | 29% |
| | | Total | | 100% |
| 3 | Age | 21-30years | 37 | 27% |
| | | 30-40years | 66 | 49% |
| | | 40-50years | 21 | 15% |
| | | 50 and above | 12 | 9% |
| | | Total | 136 | 100% |
| 4 | Educational Qualification | Doctorate | 30 | 22% |
| | | P.G | 106 | 78% |
| | | Total | 136 | 100% |
| 5 | Years of Experience | 0-5year | 40 | 30% |
| | | 6-10years | 27 | 20% |
| | | 11-15years | 45 | 33% |
| | | 16-20years | 6 | 4% |
| | | 21 and more | 18 | 13% |
| | | Total | 136 | 100% |
| 6 | Monthly Income | Below 25000 | 31 | 23% |
| | | 26K-50K=63 | 63 | 46% |
| | | 50K-75K=27 | 27 | 20% |
| | | Above 75 | 15 | 11% |
| | | Total | 136 | 100% |

Interpretation of the Demographic table-I

In Gender 64% of the respondent were males and 36% were females. Of the total respondents 71% were married and only 29% were unmarried. Out of which 27% were in the age group interval of 21-30 years, 49% were from 31-40 years of age group, 15% were from 41-50 years and only 9% were from the age group of 51 years and above. For Educational Qualification 30 were Doctorate i.e. 22% and 106 i.e. 78% were post graduates. Out of the total of 136 respondents 40 had an experience of 0-5 years i.e. 30%, 27 were under the

experience slab of 6-10 years i.e. 20%, 45 were under the slab of 11-15 years i.e. 33%, only 6 respondents under the slab of 16-20 years i.e. 4% and slab of 21 years and more had 18 respondents. i.e. 13%. The table illustrates that the 31 respondents, 23% had an monthly income of below 25000 Rs. 46% of respondents i.e. 63 had an annual income between Rs. 26,000-50,000, 20% of the respondents i.e. 27 were under the income slab of Rs.50,000-75,000 and only 11% i.e. only 15 were under the income of more than Rs.75,000.

Table II: Significant Difference between stress factors and years of experience.
An ANOVA-single factor was used to analyze the significant association between the demographic factor -years of experience and the twelve stress factors of the respondents.

| SNO. | Sources of Variation | Sum of Squares | df | Mean Sum of Squares | F | P-Value | F-Critical |
|------|-------------------------------------|----------------|-----|---------------------|--------|---------|------------|
| 1 | Role Overload | | | | | | |
| | Between Groups | 3.8151 | 4 | 0.9538 | 1.6725 | 0.1602 | 2.4408 |
| | Within Group | 74.7075 | 131 | 0.5703 | | | |
| | Total | 78.5227 | 135 | | | | |
| 2 | Role Ambiguity | | | | | | |
| | Between Groups | 6.8462 | 4 | 1.7116 | 5.0470 | 0.0008 | 2.4408 |
| | Within Groups | 44.4254 | 131 | 0.3391 | | | |
| | Total | 51.2716 | 135 | | | | |
| 3 | Role Conflict | | | | | | |
| | Between Groups | 2.3591 | 4 | 0.5898 | 1.4266 | 0.2287 | 2.4408 |
| | Within Groups | 54.1582 | 131 | 0.4134 | | | |
| | Total | 56.5174 | 135 | | | | |
| 4 | Political Pressure | | | | | | |
| | Between Groups | 8.4012 | 4 | 2.1003 | 3.2616 | 0.0138 | 2.4408 |
| | Within Groups | 84.3562 | 131 | 0.6439 | | | |
| | Total | 92.7574 | 135 | | | | |
| 5 | Responsibility for person | | | | | | |
| | Between Groups | 6.0337 | 4 | 1.5084 | 2.3039 | 0.0618 | 2.4408 |
| | Within Groups | 85.7702 | 131 | 0.6547 | | | |
| | Total | 91.8039 | 135 | | | | |
| 6 | Under participation | | | | | | |
| | Between Groups | 2.9181 | 4 | 0.7295 | 0.8211 | 0.5139 | 2.4408 |
| | Within Groups | 116.383 | 131 | 0.8884 | | | |
| | Total | 119.301 | 135 | | | | |
| 7 | Powerlessness | | | | | | |
| | Between Groups | 6.2398 | 4 | 1.5599 | 3.0153 | 0.0204 | 2.4408 |
| | Within Groups | 67.7725 | 131 | 0.5173 | | | |
| | Total | 74.0123 | 135 | | | | |
| 8 | Poor Peer Relations | | | | | | |
| | Between Groups | 0.4793 | 4 | 0.1198 | 0.4167 | 0.7964 | 2.4408 |
| | Within Groups | 37.6673 | 131 | 0.2875 | | | |
| | Total | 38.1466 | 135 | | | | |
| 9 | Intrinsic Impoverishment | | | | | | |
| | Between Groups | 3.8605 | 4 | 0.9651 | 2.3146 | 0.0507 | 2.4408 |
| | Within Groups | 54.6242 | 131 | 0.4170 | | | |
| | Total | 58.4848 | 135 | | | | |
| 10 | Low Status | | | | | | |
| | Between Groups | 1.9432 | 4 | 0.4858 | 1.1012 | 0.3588 | 2.4408 |
| | Within Groups | 57.7921 | 131 | 0.4412 | | | |
| | Total | 59.7353 | 135 | | | | |
| 11 | Strenuous Working Conditions | | | | | | |
| | Between Groups | 1.5909 | 4 | 0.3977 | 0.7226 | 0.5780 | 2.4408 |
| | Within Groups | 72.1035 | 131 | 0.5504 | | | |
| | Total | 73.6944 | 135 | | | | |
| 12 | Unprofitability | | | | | | |
| | Between Groups | 1.8685 | 4 | 0.4671 | 0.6554 | 0.6241 | 2.4408 |
| | Within Groups | 93.3650 | 131 | 0.7127 | | | |
| | Total | 95.2334 | 135 | | | | |

Interpretation of Table -II

It clearly indicates that a significant difference was found between the following factors : Role Ambiguity (p value= 0.00), Political Pressure (p value=0.013), Powerlessness (p value = 0.02), Intrinsic Impoverishment (p value=0.05).

To find out the difference Post Hoc analysis was done.



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Table III: Analyzing the Stress between the Genders.

| S.No | Stress Factors | Gender | Mean | Stand. Dev. | N | d.f. | t | P-value | t-Critical |
|------|---|--------|--------|-------------|----|------|--------|---------|------------|
| 1. | Role Over Load | Female | 3.6939 | 0.8709 | 49 | 134 | 2.1844 | 0.0307 | 1.9778 |
| | | Male | 3.4004 | 0.6769 | 87 | | | | |
| 2 | Role Ambiguity | Female | 3.3061 | 0.7275 | 49 | 134 | 1.2963 | 0.1971 | 1.9778 |
| | | Male | 3.1638 | 0.5417 | 87 | | | | |
| 3 | Role Conflict | Female | 3.4204 | 0.6484 | 49 | 134 | 1.0121 | 0.3133 | 1.9778 |
| | | Male | 3.3034 | 0.6461 | 87 | | | | |
| 4 | Unreasonable group and political pressure | Female | 3.4388 | 1.0020 | 49 | 134 | 0.9838 | 0.3270 | 1.9778 |
| | | Male | 3.2931 | 0.7145 | 87 | | | | |
| 5 | Responsibility for persons | Female | 2.8571 | 0.6972 | 49 | 134 | -4.455 | 2E-05 | 1.9778 |
| | | Male | 3.4483 | 0.8178 | 87 | | | | |
| 6 | Under participation | Female | 2.9796 | 0.8414 | 49 | 134 | -0.685 | 0.4946 | 1.9778 |
| | | Male | 3.0948 | 0.9936 | 87 | | | | |
| 7 | Powerlessness | Female | 2.7007 | 0.5784 | 49 | 134 | -3.338 | 0.0011 | 1.9778 |
| | | Male | 3.1264 | 0.7797 | 87 | | | | |
| 8 | Poor peer relations | Female | 3.1173 | 0.4451 | 49 | 134 | -0.579 | 0.5639 | 1.9778 |
| | | Male | 3.1724 | 0.5760 | 87 | | | | |
| 9 | Intrinsic impoverishment | Female | 3.1939 | 0.6171 | 49 | 134 | -3.723 | 0.0003 | 1.9778 |
| | | Male | 3.6121 | 0.6354 | 87 | | | | |
| 10 | Low status | Female | 3.3673 | 0.5784 | 49 | 134 | -2.365 | 0.0195 | 1.9778 |
| | | Male | 3.6437 | 0.6929 | 87 | | | | |
| 11 | Strenuous working condition | Female | 3.1327 | 0.6867 | 49 | 134 | -0.889 | 0.3758 | 1.9778 |
| | | Male | 3.2500 | 0.7673 | 87 | | | | |
| 12 | Unprofitability | Female | 3.4082 | 0.6181 | 49 | 134 | -0.841 | 0.4018 | 1.9778 |
| | | Male | 3.5345 | 0.9425 | 87 | | | | |

Interpretation of table - III

t-test statistics is projected in the above table. It indicates that role overload, responsibility for persons, powerlessness, intrinsic improvement and low status has the p-values less than 0.05, (t-critical = 1.9778) it infers that there is a significant difference between these construct and that of p values larger than 0.05, it is clear from the above analysis that there is no significant difference between gender and role ambiguity, role conflict, unreasonable group and political pressure, under participation, poor peer relation, strenuous working condition and unprofitability. Hence, for these constructs, the null hypothesis is accepted.

It is also vivid that the female faculty are prone to more stress due to the constructs - role overload, role ambiguity, role conflict and unreasonable group and political pressure since they score high for females than males faculty, indicates that these factors have more negative effects on females in the organizations. It may be so because some of them are soft in

nature and they might get disturbed easily by these factors. Where as males are more prone to stress due to the constructs responsibility for persons, under participation, powerlessness, poor peer-relations intrinsic impoverishment. low status. Status itself is an very important aspect in Indian society, indicates they have a more negative effects on males in increasing their stress levels. Whereas the both the genders demonstrates the more or less the same amount of stress due to the two factors -strenuous working condition and unprofitability since they has approximately the same means(difference of 0.1).

It shows that both males and females both are stressful due to the different reasons in academics in north-western India (Uttarakhand) in private universities and colleges. But a couple of factors are reasons for providing the same amount of stress to both of them.

Table IV: Analyzing the Stress with the Marital Status

| S.No. | Stress Factors | Marital -Status | Mean | Stand. Dev. | N | d.f. | t | P-value | t -Critical |
|-------|---|-----------------|--------|-------------|----|------|---------|---------|-------------|
| 1 | Role Overload | Married | 3.4358 | 0.7384 | 96 | 134 | -1.6780 | 0.0957 | 1.9778 |
| | | Unmarried | 3.6750 | 0.8024 | 40 | | | | |
| 2 | Role Ambiguity | Married | 3.2109 | 0.5728 | 96 | 134 | -0.1208 | 0.9040 | 1.9778 |
| | | Unmarried | 3.2250 | 0.7179 | 40 | | | | |
| 3 | Role Conflict | Married | 3.2938 | 0.6592 | 96 | 134 | -1.4534 | 0.1485 | 1.9778 |
| | | Unmarried | 3.4700 | 0.6069 | 40 | | | | |
| 4 | Unreasonable group and political pressure | Married | 3.2109 | 0.7623 | 96 | 134 | -3.0219 | 0.0030 | 1.9778 |
| | | Unmarried | 3.6688 | 0.9012 | 40 | | | | |
| 5 | Responsibility for Persons | Married | 3.3542 | 0.7856 | 96 | 134 | 2.6624 | 0.0087 | 1.9778 |
| | | Unmarried | 2.95 | 0.8559 | 40 | | | | |
| 6 | Under participation | Married | 3.1016 | 1.0128 | 96 | 134 | 0.9269 | 0.3557 | 1.9778 |
| | | Unmarried | 2.9375 | 0.7354 | 40 | | | | |
| 7 | Powerlessness | Married | 2.9896 | 0.7745 | 96 | 134 | 0.4024 | 0.6880 | 1.9778 |
| | | Unmarried | 2.9333 | 0.6589 | 40 | | | | |
| 8 | Poor Peer Relation | Married | 3.2031 | 0.4844 | 96 | 134 | 1.7307 | 0.0858 | 1.9778 |
| | | Unmarried | 3.0313 | 0.6206 | 40 | | | | |
| 9 | Intrinsic impoverishment | Married | 3.5938 | 0.7046 | 96 | 134 | 3.8105 | 0.0002 | 1.9778 |
| | | Unmarried | 3.1438 | 0.3794 | 40 | | | | |
| 10 | Low Status | Married | 3.6354 | 0.6668 | 96 | 134 | 2.5287 | 0.0126 | 1.9778 |
| | | Unmarried | 3.3250 | 0.6155 | 40 | | | | |
| 11 | Strenuous working condition | Married | 3.2656 | 0.7485 | 96 | 134 | 1.4213 | 0.1576 | 1.9778 |
| | | Unmarried | 3.0688 | 0.7048 | 40 | | | | |
| 12 | Unprofitability | Married | 3.5781 | 0.8250 | 96 | 134 | 1.9372 | 0.0548 | 1.9778 |
| | | Unmarried | 3.2750 | 0.8469 | 40 | | | | |

Interpretation of table -IV

t-Test statistics is demonstrated in the above table. The t score calculated for Role Overload (t=1.678, p<.095), Role Ambiguity (t=.0128, p<.904), Role Conflict (t=1.4534. p<.148) , Under participation (t=0.9269, p<.355), powerlessness (t=0.4024,p=0.688), strenuous working condition (t=1.4213, p<1.97)respectively. The significant value exceed 0.05. Hence the null hypothesis is accepted for these constructs. Unreasonable group and political pressure, responsibility for persons, intrinsic impoverishment, low Status, unprofitability have their values <0.05. (t-critical=1.9778) Hence it infers that there is a significant difference between these construct and stress.

Unmarried faculty scores higher for role overload, role conflict, political pressure which creates more pressure in them. It may be possible that due to inexperience they might feel the pressure due to conflicts and organizational or departmental politics as compared to married faculty who are

more experienced. It is observed that Responsibility for Persons, Under participation, Intrinsic impoverishment, Low Status, Strenuous working condition and Unprofitability scored higher by Married employees. It indicates that these people also have their family and social obligations. They are also focused towards their families, sometimes they are not able to fulfill them due to strenuous working conditions and unprofitability. Their status is also an important factor in Indian society. This might lead to stress.

Both married and unmarried scored approximately the same for the three factors viz. role ambiguity, poor peer relation, powerlessness. It demonstrates that these constructs can lead to stress to any person weather married or not since without power and clarity with bad peer relations an employee might lead for frustration and lower performance.

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Table V: Correlation between the stress factors (constructs)

| | RO | RA | RC | UBP | RFP | UP | POW | PPR | II | LS | SWC | UPRO | TS |
|------|---------|---------|---------|---------|--------|---------|---------|---------|---------|--------|--------|--------|----|
| RO | 1.0000 | | | | | | | | | | | | |
| RA | 0.5659 | 1.0000 | | | | | | | | | | | |
| RC | 0.6457 | 0.6593 | 1.0000 | | | | | | | | | | |
| UBP | 0.6406 | 0.5603 | 0.6264 | 1.0000 | | | | | | | | | |
| RFP | 0.1796 | 0.0782 | 0.1991 | 0.1429 | 1.000 | | | | | | | | |
| UP | -0.1339 | -0.0439 | -0.1426 | 0.0302 | 0.3898 | 1.0000 | | | | | | | |
| POW | -0.2584 | -0.3362 | -0.2391 | -0.1879 | 0.4189 | 0.7062 | 1.0000 | | | | | | |
| PPR | -0.1447 | -0.0161 | -0.1168 | -0.1542 | 0.1583 | 0.4709 | 0.3289 | 1.0000 | | | | | |
| II | -0.2541 | -0.0650 | 0.1229 | 0.0246 | 0.1670 | 0.3558 | 0.3702 | 0.2313 | 1.0000 | | | | |
| LS | -0.0326 | 0.0557 | 0.0968 | 0.0360 | 0.4311 | 0.5515 | 0.5163 | 0.4286 | 0.4798 | 1.0000 | | | |
| SWC | 0.6660 | 0.5997 | 0.6126 | 0.5653 | 0.3508 | -0.1994 | -0.2210 | -0.1261 | -0.0491 | 0.0057 | 1.0000 | | |
| UPRO | 0.3971 | 0.3159 | 0.3628 | 0.2728 | 0.1856 | 0.1028 | 0.1365 | -0.0149 | 0.2354 | 0.3158 | 0.4603 | 1.0000 | |
| TS | 0.5291 | 0.5197 | 0.5956 | 0.5786 | 0.6108 | 0.5134 | 0.3774 | 0.2928 | 0.4046 | 0.6123 | 0.5852 | 0.6144 | 1 |

IV. RECOMMENDATION

- ✓ The stress among teachers of private Universities and colleges can be overcome by good quality of work life measures.
- ✓ The H.R. Policies in the academics should be formulated and followed appropriately.
- ✓ The organizations should provide to develop a sense of belongingness amongst the faculty by their work practices.
- ✓ The job profile should be focused towards academics teaching and research oriented only.
- ✓ There should be some reward system which motivates an academician for his and organizational growth.
- ✓ The employees should be motivated towards Yoga, Meditation and counseling can also be incorporated to reduce work related Stress.
- ✓ Keeping in mind about his/her future the faculty should focus on their personal development. It will reduce the future threats in his future career endeavors.
- ✓ In context of the well being of the faculty the nature of job profile is needed to be considered by the appropriate authority.
- ✓ A specific role strategy should be adopted which will help in reducing the Role Conflict and Role Ambiguity.
- ✓ Flow of communication should be transparent and appropriate which prevents ambiguity
- ✓ Time to time recreational activities should be organized in order to boost the moral of the faculty. It helps to rejuvenate them.
- ✓ They should be motivated to learn new innovative teaching methodologies to meet the future contingencies.
- ✓ Faculty should be motivated to do research work and participate in seminars and workshops which will help them become more aware and upgrade themselves about the latest developments in the related fields in the world.
- ✓ There should be well planned performance appraisal done so that the faculty is more positive towards their work input.
- ✓ Faculty should not be overloaded with various other works like administrative work, admission work and substitute classes as it leads to tiredness and reduced efficiency.
- ✓ For the identification of specific stress areas/ factors stress audit activity may be undertaken by the university management hence improving the work conditions.

V. LIMITATIONS

- i. Collection of primary data was bit difficult.
- ii. The sample size could have been more.
- iii. The study is restricted to North India due to certain constraints

educational institute or any other corporate office. The above analytical study indicates that there are some potent factors which are the reasons for increasing the stress in males and some factors like role overload, role ambiguity, role conflict are reasons for stress in females. But some factors like political pressure are responsible for creating the stress in both. It is also evident that in the Indian culture females have an additional obligations and responsibility of their families, sometimes which is very difficult for them to maintain the balance between the work place and the family. Especially the young married women.

VI. CONCLUSION

Private Universities and colleges are facing competition in the market and they are also self financed institutions. On the other hand they are also focused on profit making being the primary objective of any business organization. In respect of this most of the private universities, colleges and affiliated institutes are trying to follow the corporate culture. The repercussions are obvious. Stress is always being a deterrent in the better performance of the employees. A better output is always adhered from the employees from the organization and also expects them to be satisfied at the work place, be it the



Similarly role overload, role conflict, political pressure creates stress in unmarried academicians, it could be due to the young age or less experience of the academicians. Sometimes they are not able to handle the above reasons. Role ambiguity and powerlessness demonstrates the same level of stress in both married and unmarried employees, which indicates that clarity and powerlessness leads an employee in a very helpless and stressful situation.

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