# A STUDY ON IMPACT OF STRESS ON JOB PERFORMANCE AMONG TEACHING FACULTIES OF ARTS AND SCIENCE COLLEGES IN VILLUPURAM DISTRICT

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## ABSTRACT

In this research is examined the relationship between job stress affecting job performance among the teaching faculty of Arts and Science college in Villupuram district. In this research various factors used to assess the job stress affecting job performance such as facilities, status of teaching faculty in society, mental health and morale, low salary, work stress, inter personal relationship with colleagues and work environment. In this research, well-structured questionnaire was used to collect the information from the respondents. This study SPSS was used to analysis the data.

Keywords: Job stress, Job Performance, Teaching faculty.

## 1. INTRODUCTION

### 1.1 INTRODUCTION

Today life is full of challenges. In each and everyday life we come across many situations. The work of teaching faculty is a physically and mentally challenging job. A teaching faculty needs to use a lot of energy in his daily routing life.

In my opinion teaching professions is always considered as one of the most stressful sectors ever. Teaching faculty stress has both psychological and physiological. Excessive stress levels have negative impact on faculty health and job performance.

### 1.2 NEED AND SIGNIFICANCE OF THE STUDY:

The need of this research was to fill the gap between the previous and present research study. Though lot of researchers done the study related to stress management but these researches is conducted on various stress factor that affect job performance of arts and science colleges in Villupuram district.

### 1.3 STATEMENT OF THE PROBLEM:

Now a day every person is overloaded with their routine job and unemployment leads to misfits in every profession. Same in the case of teaching profession. Thestress is caused by both internal factors like ability, health condition and willingness to accept the challenges and also by external factors like environment, the people around us and etc.Therefore, in this research is conducted on impact of stress on job performance among teaching faculties of arts and science colleges in Villupuram district. This study would describe the effect of stress on the quality of education is provided to the students. It may help many people associated with the system of education like teaching faculty, parents, administrators, educationalist and society. In this research help to plan for improvement system of education.

### 1.4 OBJECTIVE OF THE STUDY:

- To identify the relationship between causes of stress factor and teaching faculties job performance of arts and science colleges in Villupuram district.
- To identify the factors of stress that affects teaching faculty's job performance of arts and science colleges in Villupuram district.
- To identify the stress difference between faculty of arts and faculty of science.
- To examine the difference between lower level stress and higher-level stressimpact job performance.

### 1.5LIMITATIONS OF THE STUDY:

1. The study was restricted to Villupuram district only.
2. Since the sample size is limited.
3. There might be errors in the expression of opinion of respondents due to their personal bias.

## 2. REVIEW OF LITERATURE

**Indumathi (2011),** conducting the research about the job satisfaction and performance of secondary level school teacher. In this study 444 school teachers at the secondary level were selected randomly, it was found that there was a significant relationship between job satisfaction and performance and the teachers in different categories of schools.

**Nadeem (2011),** examined the social and economic conditions of teachers have an effect on their performance. These factors such as lack of facilities, status of teachers in society, teacher's mental health and morale, low salary, work stress, inter personal relationship with colleagues and work environment are all factors strong impact on females'teacher's performance.

**Mustafa and Othman (2010),** found that the perceptions of high school teachers about the effects of motivation on their performance at work. In this research identified there is a positive relation between motivation and working performance of teachers. That is the greater the level of motivation the higher will be there teacher's job performance. In this way, the efficiency increases and its cost become reduced.

**Srivastav A.K. (2010),** The articles focus on the nature of role that causes stress. It says role performance encountered the problems of stress so they should be tried to reduce or eliminated. The nature of role stress was found to be heterogeneous which cannot be dealt with one uniform solution or intervention as a whole. Hence, specific problem related solution or interventions should be adapted for better organizational performance and effectiveness.

**Gladies J. J. & Kennedy (2011),** The author revealed a significant correlation between Organizational Climate and Job Stress among the women working in IT companies of India. According to him, learning how to manage stress is a very crucial issue that should be developed in IT companies so that they can reduce or eliminate the causes of stress and poor working environment.

**Sinha V. and Subramanian K.S. (2012),** The study highlights that various levels of organization experience different kind of organizational role stress. It also states that stress is influenced by various factors like shortage of resources, inadequacy within a person, and overload with a role, stagnation of a role and isolation and expectation of a role.

**Charu M. (2013),** He in his study stated that higher stress is directly proportional to quality of work life for IT professionals. He outlined few factors namely fair pay structure, steady role demands, supervisory support, congenial job environment, capability fit of the job, role autonomy and stress that directly affect the quality of work life. The main reason of stress amongst the associates of IT industry is the rapid change in technology.

## 3. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. The scope of research methodology is wider than that of research methods. When we talk of research method but also consider the logic behind the methods, we use in the context of our research study and explain why we are using a particular method or technique.

Descriptive research design is used for this study. It describes the state of affairs as it exists at present. Descriptive research includes surveyors' and fact-finding inquires of different kinds. In this study the researcher has used primary data and secondary data. Data was collected with the help of questionnaire. The sampling method adopted for this study was CONVENIENCE sampling. The population or universe can be finite or infinite. The population is said to be if it consists of fixed number of elements so that it is possible to enumerate it in its totality. Area of the study is conducted in Villupuram district.

## 4. DATA ANALYSIS AND INTERPRETATION

### 4.1CHI-SQUARE ANALYSIS:

**Distribution of the Respondents by stress, Satisfaction and Job Performance Level**

| S. No | Stressors | Chi-square | DF | Sig | Remarks |
|-------|-----------|------------|-----|------|---------|
| 1 | Work Stress | 3.930 | 1 | 0.055 | Significant |
| 2 | Psychological Stress | 17.397 | 1 | 0.000 | Significant |
| 3 | Physical Stress | 0.581 | 1 | 0.420 | Non-Significant |
| 4 | Social Stress | 0.212 | 1 | 0.631 | Non-Significant |
| 5 | Total Stress | 5.130 | 1 | 0.031 | Significant |

| **6** | Job Satisfaction | 0.044 | 1 | 0.781 | Non-Significant |
|---|---|---|---|---|---|

**Job Stress:**

The above table shows that, there is relationship between job stress and job performance as the calculated value is 3.930, which is greater than the table value. Hence, the null hypothesis is rejected.

**Psychological Stress:**

The above table shows that, there is significant relationship between psychological stress and job performance as the calculated value is 17.397, which is greater than the table value. Hence, the null hypothesis is rejected.

**Physical Stress:**

The above table shows that, there is no significant relationship between physical stress and job performance as the calculated value is 0.581, which is lesser than the table value. Hence, the null hypothesis is accepted.

**Social Stress:**

The above table shows that, there is no significant relationship between social stress and job performance as the calculated value is 0.212, which is lesser than the table value. Hence, the null hypothesis is accepted.

**Overall Stress:**

The above table shows that, there is significant relationship between Overall Stress and job performance as the calculated value is 5.130, which is greater than the table value. Hence, the null hypothesis is rejected.

**Job Satisfaction:**

The above table shows that, there is no significant relationship between job satisfaction and job performance as the calculated value is 0.044, which is lesser than the table value. Hence, the null hypothesis is accepted.

**4.2 CORRELATION ANALYSIS:**

### Relationship between Stress and Job performance

| S. No | Factors | Correlation | Performance level |
|---|---|---|---|
| 1 | Work Stress | Pearson Correlation | 0.181 |
|  |  | Sig. (2-tailed) | 0.044 |
| 2 | Psychological Stress | Pearson Correlation | -0.391(**) |
|  |  | Sig. (2-tailed) | 0.000 |
| 3 | Physical Stress | Pearson Correlation | -0.41 |
|  |  | Sig. (2-tailed) | 0.411 |
| 4 | Social Stress | Pearson Correlation | 0.027 |
|  |  | Sig. (2-tailed) | 0.366 |
| 5 | Overall Stress | Pearson Correlation | -0.124(*) |
|  |  | Sig. (2-tailed) | 0.036 |

Relationship between Job performance and the different sources of stressors presented in above table, it revealed that, work stress and social stress though positive, but still no significant relationship with job performance is evident.

The correlation coefficient physical stress with job performance is negative but no significant relationship. The overall stress is negatively and significantly correlated with job performance at 0.01 % level, where as psychological stress is negatively and significantly related to job performance at 0.05 level.

**CONCLUSION AND SUGGESTION OF THE STUDY**

The persistence of this study was to indicate the influence of the teaching faculty job stress on job performance in Arts and Science colleges in Villupuram. In this study was conducted through SPSS by using statistical tools such as percentage analysis, Chi-Square analysis and Correlation. The findings of this study found that there is negative relationship between teaching faculty job stress and job performance. Self-financing teaching faculties are highly stressed than government teaching faculties. Thus, study conclude that most of the teaching faculties of arts and science were not satisfied with their salaries and file documentation work. These factors affecting their job performance.

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