JOB STRESS AND ITS IMPACT ON JOB SATISFACTION AMONG ENGINEERING COLLEGE TEACHERS IN MADURAI DISTRICT

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SYNOPSIS

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INTRODUCTION

Teaching Profession is considered as one of the best profession in this world. It is basically a competence building process which has the capacity to convert any human being into a wizard. It is the specialized application of knowledge, skills and attributes designed to provide unique service to meet the educational needs of the individual, society and of nation. It is true to say that development of any nation depends on its citizens and development of citizens depends on the education system of which teacher occupies an important place. Teachers are responsible for creating productive and efficient citizens with proper perspective who contribute in pacing the advancement in all the fields. For an effective teaching performance, a teacher must possess a sound mental and physical health and has a deep knowledge of subject. In modern education system, teacher’s life is full of physical and mental challenges. They have to play multiple roles i.e. an administrator, role models, friends, philosopher and counselor for the students which in turn increase stress in teachers and expectations of the school authorities. If the teacher is unable to do his part of work effectively, then the whole school process would collapse. In the present world of competition and globalization, teaching profession demands a highly qualified, active, competent and dedicated teacher which puts a lot of pressure on them to achieve the targets of success. Failure to achieve the targets creates pressure, frustration, anxiety, dissatisfaction and occupational stress among teachers. Such situations has become increasingly common in teaching profession largely because of increased occupational complexities and increased economic pressure on individuals. A major source of distress and
dissatisfaction among teachers is result of failure of college to meet the social needs and jobs demands of the teachers.

Job life is one of the important parts of our daily lives which causes a great deal of stress. Due to the competitive nature of the job environment most of the people in the world are spending their time for job related work purposes resulting in ignoring the stressors those are influencing their work and life. Usually people are more worried about the outcome of their work that can even affect the way they treat other people and how they communicate with their peers and customers. For example, people with a higher percentage of occupational stress may not be satisfied with their job and therefore they will not feel happy working in the organization. They may feel frustrated negative impact to the organization itself. Therefore, it is very important for employer and employees to realize the stress and the stressor that cause all the negative effects. The number of universities in India has increased tremendously for the past few years. Due to the increasing number of universities in India, university academic teachers may face more problems in their job as the managements are facing competitive pressure from other universities. Almost all universities are now setting new goals to compete with other universities and the academic teachers are involved with the ultimate goal. This may cause the university academic teachers to face plenty of stress and therefore affect their satisfaction and even their physical or mental health.

Job is not only a main source of income but also an important component of life. Work takes away a large part of each worker’s day and also contributes to ones social standing. Because of the central role of in the lives of many people, satisfaction with one’s job is an important component in the overall well being (Smith, 2007). Hence, the big question is-are you satisfied with the job? Employee satisfaction is supremely important in an organization because it is what productivity depends on (Wagner & Gooding 1987; Wright & Crapanzano 1997). If your employees are satisfied they would produce
superior quality performance in optimal time and lead to growing profits. Satisfied employees are also more likely to be creative and innovative and come up with breakthroughs that allow an institution to grow and change positively with time and changing market conditions.

Improving educational performance ranks high on the national agenda, with educator and policymakers focusing on testing, accountability, curriculum reform, teacher quality, school choice, and related concerns. A high quality teaching staff are the cornerstone of a successful system. Attracting and retaining high quality teacher is thus a primary requirement for an educational institution (Sharma and Jyoti, 2006). For the development of quality teachers one has to understand factors associated with it. Job satisfaction is one of those important factors. Teachers’ job satisfaction is a multifaceted phenomenon (Sharma and Jyoti, 2006, Srivastava, Holani&Bajpai,2005) that is critical to turnover (Hom & Griffeth, 1995), commitment (Mathiey & Zajac, 1990), and school effectiveness. Researchers, policymakers, and education leaders agree that teacher satisfaction is a vital factor that affects student achievement. Teacher’s job satisfaction is one of the key factors in institutional dynamics and is generally considered to be primary dependent variable in terms of which effectiveness of an organization’s human resource is evaluated. Thus, the understanding of factors affecting the satisfaction of the teachers at the workplace is of paramount importance for a successful educational system.

**NEED FOR THE STUDY**

Education is a continuous and creative process. It may be formal, informal or non-conventional. In formal education teacher has a very important place in improvement of education. Teachers’ role in society, in general and in education has varied with time, but the grandness of this position is same. Teachers are the most significant resources in educational institutions. They are the key figures for any learning reforms needed in education structure. The
provision of excellence in education system depends on high quality teachers. High morale, appropriate subject knowledge and the teachers’ specialized teaching skills are fundamental to quality teaching and learning.

The major resource of every country is the human resource. The quality of its human resource depends upon the quality of education, which in turn depends on the quality of teachers. The quality of teachers is connected to their personal qualities like their education, attitude and satisfaction in the job. As mentioned in the ministry of education document “Challenge of Education”, the teacher performance is the most crucial input in the field of education. The National Education Policy 1986 has said, “The status of the faculties reflects the socio-cultural ethos of a society”.

Indian higher education is facing several challenges and the situation is desperate. Collegiate education was introduced to build up academic excellence. But the total success of collegiate education rests on the involvement of teachers, which depends on their desire and attitude towards autonomy. When the faculties are stressed because of more work, the advantage of academic freedom is easily exceeded by the job stress. Hence the present study makes an attempt of the job stress and its impact on job satisfaction among engineering college teachers in Madurai district.

**STATEMENT OF THE PROBLEM**

Stress is always associated with the life of antediluvian man and it is compulsorily indulges in all disciplines among every civilization. Human life without experiencing stress is not possible in today’s competitive world. In general the human’s physical and mental ability is limited towards the stress. College teachers are not an exception; it is important to the college teachers and the colleges to manage the level of stress and coping with it to achieve the desired goals. According to Ofoegbu et.al, (2006), college teachers are highly stressed because of lack of infrastructural facilities, inadequate salary, delayed
promotions, unsecured job, examination results, high cost of living, students’ feedback and leadership behavior of superiors. Stress among the teachers not only affect the students’ community but also will collapse the morale and routine process of the society.

Recently, the country has witnessed turmoil in the education sector with ‘All India Education Bandth’ called by the Federation of ‘Central Universities, Teachers’ Associations, College Teachers’ Organisations and School Teachers’ organisations observed a strike on August 13, 2002. The issues involved were “sustained economy, maintenance of academic standards, greater availability and accessibility to deprived students. These are fundamental to the continued health of the higher education system of the country”. The era of downsizing has resulted in a few forward thinking, cost-effective organizations but the accompanying workplace upheaval has had unpleasant side effects. Heavy workloads, constant fear of job insecurity, the departure of co-workers and the conflicting demands of work and family have turned many downsized operations into modern day sweat shops. Stress and its manifestation include low morale, high turnover, burnout, excessive absenteeism, violence, substance abuse and hypertension. Faculties were reported to the occupational group with psychiatric morbidity levels that ‘should give some cause for concern. Unless the job stress among the faculties is reduced, it would affect the production of quality student and also the establishment of academic excellence. Hence an in-depth investigation on job stress and job satisfaction among the engineering college teachers is focused.

SCOPE OF THE STUDY

While studying the job stress among engineering college teachers, it was felt imperative to select the engineering college teachers in Madurai district. Hence, it was decided to select engineering college teachers in Madurai district.
The scope of the present study is limited to the job stress and its impact on job satisfaction among engineering college teachers in Madurai district.

**OBJECTIVES OF THE STUDY**

The confined objectives of the present study are:

1. To reveal the demographic profile of the engineering college teachers.

2. To study the differences between demographic profile of engineering college teachers with various dimensions of job stress and job satisfaction.

3. To measure the level of job satisfaction among the engineering college teachers.

4. To examine the job stress and its correlates and their impact on job satisfaction among engineering college teachers.

5. To offer suggestions for improving the job stress and its impact on job satisfaction among engineering college teachers on the basis of findings of the study.

**HYPOTHESES**

Ho – There is no significant difference between demographic profile of the respondents with respect to job stress.

Ho – There is no significant difference between demographic profile of the respondents with respect to job satisfaction.
RESEARCH METHODOLOGY

Research methodology is a scientific and systematic way to solve research problems. The research methodology deals with research methods and taken into consideration the logic behind the methods. In total, the research methodology of the study includes research design, sampling framework, data collection, framework of analysis and limitations.

Research Design of the Study

Research design is the conceptual structure within which the research is conducted. It is a blueprint for the collection, management and analysis of the data. The research design in the present study is descriptive in nature since it describes the phenomena of job stress and its impact on job satisfaction among engineering college teachers in Madurai district. Apart from this, the present study has its own objectives and pre-determined methodology. It is purely descriptive in nature.

Profile of the study area

Madurai is a major city and cultural headquarters in the state of Tamil Nadu in southern India. It is the administrative headquarters of Madurai District. Madurai is the second largest corporation city by area and third largest city by population in Tamil Nadu and the 31st largest urban agglomeration in India. Located on the banks of River Vaigai, Madurai has been a major settlement for two millennia and is one of the oldest continuously inhabited cities in the world. Madurai is closely associated with the Tamil language, as all three primary congregations of Tamil scholars, the Third Tamil Sangams, were held in the city between 1780 BCE and the 3rd century CE. The recorded history of the city goes back to the 3rd century BCE, being mentioned by Megasthenes, the Greek ambassador to India, and Kautilya, a minister of the Mauryan emperor Chandragupta Maurya. Signs of human
settlements and Roman trade links dating back to 300BC are evident from excavations by Archeological Survey of India in Manalur. The city is believed to be of significant antiquity and has been ruled, at different times, by the Pandyas, Cholas, Madurai Sultanate, Vijayanagar Empire, Madurai Nayaks, Carnatic kingdom, and the British. The city has a number of historical monuments, with the Meenakshi Amman Temple and Tirumalai Nayak Palace being the most prominent. Madurai is an important industrial and educational hub in South Tamil Nadu. The city is home to various automobile, rubber, chemical and granite manufacturing industries. It has developed as a second-tier city for information technology (IT), and some software companies have opened offices in Madurai. Tamil Nadu government planned satellite town for Madurai near Thoppur. Madurai has important government educational institutes like the Madurai Medical College, Homeopathic Medical College, Madurai Law College, Agricultural College and Research Institute. Madurai city is administered by a municipal corporation established in 1971 as per the Municipal Corporation Act. Madurai is the second corporation in Tamil Nadu next to Chennai corporation. The city covers an area of 242.97 km² and had a population of 1,017,865 in 2011. The city is also the seat of a bench of the Madras High Court, one of only a few courts outside the state capitals of India.

**SAMPLING FRAMEWORK OF THE STUDY**

**Sampling Procedure of the Study**

In the present study, eleven engineering colleges in Madurai district have been purposively selected. The colleges are Thiagarajar College of Engineering, Raja College of Engineering and Technology, Sacs M.A.V.M.M Engineering college, P.T.R. College of Engineering and Technology, Velammal College of Engineering and Technology, Latha Mathavan Engineering College, Fatima Michael College of Engineering and Technology,
Ultra College of Engineering and Technology for Women, C.R. Engineering College, Vaigai College of Engineering and Mangayarkarasi College of Engineering.

<table>
<thead>
<tr>
<th>S. No</th>
<th>Name of the college</th>
<th>Number of Faculties</th>
<th>Number of Filled Questionnaire Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Thiagarajar College of Engineering</td>
<td>84</td>
<td>74</td>
</tr>
<tr>
<td>2</td>
<td>Raja College of Engineering and Technology</td>
<td>61</td>
<td>51</td>
</tr>
<tr>
<td>3</td>
<td>Sacs M.A.V.M.M Engineering college</td>
<td>56</td>
<td>49</td>
</tr>
<tr>
<td>4</td>
<td>P.T.R. College of Engineering and Technology</td>
<td>64</td>
<td>57</td>
</tr>
<tr>
<td>5</td>
<td>Velammal College of Engineering and Technology</td>
<td>69</td>
<td>61</td>
</tr>
<tr>
<td>6</td>
<td>Latha Mathavan Engineering College</td>
<td>46</td>
<td>38</td>
</tr>
<tr>
<td>7</td>
<td>Fatima Michael College of Engineering and Technology</td>
<td>66</td>
<td>59</td>
</tr>
<tr>
<td>8</td>
<td>Ultra College of Engineering and Technology for Women</td>
<td>41</td>
<td>33</td>
</tr>
<tr>
<td>9</td>
<td>C.R. Engineering College</td>
<td>42</td>
<td>36</td>
</tr>
<tr>
<td>10</td>
<td>Vaigai College of Engineering</td>
<td>46</td>
<td>39</td>
</tr>
<tr>
<td>11</td>
<td>Mangayarkarasi College of Engineering</td>
<td>42</td>
<td>36</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>617</strong></td>
<td><strong>533</strong></td>
</tr>
</tbody>
</table>

The total population of the study came to 617. The total number of questionnaires distributed in the self-administered survey was 617 sets.
Purposive sampling method is applied in this research for selecting the sample. A form of non-probability sampling in which decisions concerning the individuals to be included in the sample are taken by the researcher, based upon a variety of criteria which may include specialist knowledge of the research issue, capacity and willingness to participate in the research. Some types of research design necessitate researchers taking a decision about the individual participants who would be most likely to contribute appropriate data, both in terms of relevance and depth. For example, in life history research, some potential participants may be willing to be interviewed, but may not be able to provide sufficient data. Researchers may have to select the samples carefully. Based on the collected questionnaires, 54 sets of questionnaire were incomplete and 30 sets of questionnaires were not returned. Assumption was made that the respondents were either reluctant to collaborate or did not want to answer the questionnaire seriously. As a result, only 533 valid sets of questionnaires (86.3 percent) were available and then used for further analysis using SPSS software version 21. The data analysis methods carried out for this research was descriptive analysis, scale measurement analysis and inferential analysis.

Sources of Data

The present study is completely based on the primary data. The secondary data collected from the books, journals, magazines and websites were used to form the theoretical framework of the study and the review of literature. The primary data was collected personally with the help of structured questionnaire.

Construct Development of the Study

The present study is completely based on the primary data collected from the engineering college teachers in Madurai district. A special care was taken to draft the questionnaire. The questionnaire was divided into three parts. The first part of questionnaire includes the demographic profile of respondents.
They are gender, age, marital status, educational qualification, designation, monthly income, teaching experience, family size, type of family, location of the college, lecturing hours per week, number of subject handled and distance between the institution and residence. The second part of the questionnaire consists of forty nine variables of job stress. The variables are measured with five point Likert scale. The third part of the questionnaire includes of thirty five variables of job satisfaction. The variables are measured with the five point Likert Scale (SA-Strongly agree, A-Agree, N-Neutral, DA-disagree, SDA-strongly disagree). The relevant variables of the above said concepts were drawn from the review of previous studies. The draft of the questionnaire was prepared to collect the data from engineering college teachers in Madurai district.

**FRAMEWORK OF ANALYSIS**

The analysis of data in a research plays a pivotal role in the sense that it interprets, justifies and proves the hypothesis and the proposals. The judicious blend of analytical tools used has its own impact on the findings of the research, thereby making it highly objective and scientific. In this context, the tools for analysis have been rightly chosen as follows.

Descriptive Analysis

Correlation Coefficient

T-Test

Analysis of Variance (ANOVA)

Multiple Regression Analysis
LIMITATIONS OF THE STUDY

The present study is subjected with the following limitations:

- The present study is confined to the engineering colleges in Madurai district.
- The present study includes the respondents who are in the eleven engineering college teachers in Madurai district.
- The answers given by the respondents towards job stress & job satisfaction may be affected by the personal value judgment.
- The aspects of job stress & job satisfaction towards engineering college teachers have been measured with the help of the variables drawn from previous studies.
- All the descriptive variables are measured by likert five point scale.

CHAPTER PLAN

The present study is classified into five chapters for neat and clear presentation.

The first chapter includes the introduction, need for the study, statement of the problem, scope of the study, objectives of the study, hypotheses of the study, operational definitions, research methodology, framework of analysis, limitations of the study and chapter plan.

The second chapter explains the review of previous studies.

The third chapter explains the engineering education in India and profile of the study area.

The fourth chapter explains the demographic profile of the respondents and their opinion towards various dimensions of job stress and job satisfaction
among engineering college teachers. And find the differences between demographic profile of the engineering college teachers with respect to job stress and job satisfaction. And analyze the linkage between job stress and job satisfaction.

The fifth chapter summarizes the findings of the study, suggestions, conclusion and scope for future research.