



Analysis of Factors Affecting Job Stress and its Influence on Job Satisfaction among University Staff in Parul University.

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ABSTRACT:

The research project, of which this thesis is a part, received research ethics approval from the Parul University, Faculty of Social Work, Vadodara, and Research Name "Analysis of Factors Affecting job stress and its influence on job satisfaction Among University staff in Parul University." For this Topic Many types are there which provide stress to Faculty Members. I want to identify which are the major elements and causes of stress. So I want to choose descriptive research design. In this study where 110 faculty members are taken by using non-probability sampling method in that simple random sampling method use in order to collect data. Faculty members work longer hours than many other positions, which often leads to burnout and stress. Some of the many contributing factors are lack of resources, work-life balance, and political issues. Which leads to decrease in quality of teaching and lack of effectiveness which in turn affect the relationship between the student and lecturers.

KEY WORDS: University, Faculty Members, Work Stress.

INTRODUCTION:

The expansion of knowledge and the development of INFORMATION AND COMMUNICATION TECHNOLOGY have led to a global upsurge in improvements to the educational and working environments. College staff is one of the groups that is most focused on word-related matters, according to ongoing studies. According to Ravichandran and Rajendran (2007), the rapid changes in the educational system from 1980 to 1990 have made stress a significant problem for teachers. Stress at work in academics is a result of a mismatch between employees' workload and their capacity to handle it. Academic staff members frequently engage in time-consuming research and teaching tasks. The academic faculty is under stress as a result of the high workload and other personal and organisational reasons.

- **STRESS:** Stress is an adaptive response. It is the body's reaction to an event that is seen as emotionally disturbing, disquieting, or threatening. The stress has been defined as both dependent and independent. In the independent variable or response-based model of stress, the stress depends upon various stressor agents, whereas in the independent variable or stimulus-based model of stress, the stress creates strain and health problems. Stress can emanate from a variety of sources. Pestonjee (1992) has identified three important sectors of life from which stress may originate.
- **SETISFACTION:** Satisfaction reflects the person's feelings about various aspects. If a person enjoys their work, which can provide immense satisfaction, and this in turn provides the incentive to work. If employees feel equitably treated by the outcomes they receive, they will be satisfied. A satisfied worker, however, is not necessarily more productive than a dissatisfied one.

FACTORS OF FACULTY STRESS:

The five key causes of anger that annoy the faculty.

- **Time constraints:** It reflects the feelings of the faculty member that there is inadequate time to keep up with current trends, insufficient time for class planning, telephone interruptions and visitor dropouts, writing notes and emails, attending meetings that are too heavy a workload, and work demands that conflict with personal activities.
- **Reward and appreciation:** The bulk of the stress emanates from the compensation and acknowledgement of the faculty. Inadequate compensation, inadequate appreciation, and vague standards in all three areas of teaching accountability, study, and service.

- **Professional identity:** It is not surprising that the element of professional identification arises as the prestige of a faculty is focused on scholarships, reviews, conference presentations, grants, and studies.
- **Departmental control:** The third field deals with attempts to influence the decision of the chair, to address disagreements with the chair, to understand how the chair assesses the performance of the faculty and the general lack of impact on departmental and institutional decision making
- **Student interaction:** The final element relates to student-colleague interaction. Faculty members are in dispute with students over evaluation, guidance and teaching.

REVIEW OF LITRATURE:

1. **Ritu Lehal (2001)** found that the responsibility, reward initiative and risk, warmth and the like were important sub factors of organisational climate. Faculty communication system, improper and delayed grievance handling and decision making were responsible if an executive perceived that the climate was unfavourable to him.
2. **The Economic Times (2001)** states that the World Health Organization (WHO) predicts that by 2020, 'depression was expected to emerge as the second largest global factor, contributing the increase in the number of un-productive years in an individual's life. Therefore, it has become increasingly important for organization for organisations to evolve approaches and policies that enhance the health of their employees and keep the level of occupational stress at its optimum.
3. **Rodrigues (2004)** stated that faculty members had rated highly the dimensions namely interpersonal relationship and training and development. Poor rating dimension of participative management indicated a lack of involvement of the teaching faculty in the decision making process at different levels namely setting syllabi, curriculum design, developmental plans, supervision, counselling and mentoring.
4. **Bajaj (1995)** noted that the teachers were more important in the new scheme of autonomous colleges than anything else and attitudinal changes were called for at all levels for this. It had to be realized that unless teachers were ready for this in their perceptions, this system with wherever it had come to be adopted, would receive only half-hearted support and after a few years would be another educational failure at the tertiary level. The teachers should be properly supported and Encouraged by the universities, Governments, managements and above all the UGC.
5. **Kumar and Kulkarni (1996)** provided a framework for appraising the performance of the teachers working in the institutions of technical education. It included four aspects namely teaching, research, extension and other activities. These aspects were given different weightage for different categories of teachers, namely lectures, readers and professors.

RESEARCH METHODOLOGY:

- **TITLE OF THE STUDY:**

Analysis of Factors Affecting job stress and its influence on job satisfaction Among University staff in Parul University.

- **OBJECTIVE OF THE STUDY:**

- To evaluate the level of stress on faculty members' daily working lives at Parul University of Vadodara
- To determine the level of Quality Work of Life (QWL) in Parul University of Vadodara.
- To identify the relation between stress and quality work of life in Parul University of Vadodara.

- **RESEARCH DESIGN:**

The Topic for Research is Analysis of "Factors Affecting Job Stress and its influence on job satisfaction among university staff in Parul University, Vadodara." For this Topic Many types are there which provide stress to Faculty Members. The Researcher want to identify which are the major elements and causes of stress. Hence the researcher has chosen descriptive research design.

- **TOOL FOR DATA COLLECTION:**

1. **PRIMARY DATA:** Primary data is collected through a structured questionnaire having a series of close ended and open ended.
2. **MEDIUM:** Interview Schedule (Google Form).
3. **SECOND DATA:** Has been collected from books.

- **SAMPLING METHOD:**

The researcher uses the non-probability sampling method in that simple random sampling method use in order to collect data.

- **SAMPLE SIZE:**

110 According to Krejcie & Morgan

- **UNIVERSE:**

The Universe of the research is Teaching Staff of Parul University of Vadodara.

FINDINGS:

The majority of university faculty members are male (56%), with female faculty members accounting for (44%). The majority of faculty members have 3 years of experience in their current job (40%) and the least amount of experience is 5 years and below in their current job (10.90%). The age groups are 25 to 30 years, 31 to 35 years, and 36 to 40 years. The dominant age group is between the ages of 25 and 30.

Many of the faculty members belong to the Faculty of Engineering and Technology, and the least number of faculty members are in the Faculty of Hotel Management and Catering Technology. 91.81% of faculty agree moderately that communications seem good inside the organization. And they admire the people with whom they work, which is 88.18% of those who agree with that statement. 77.27% of faculty members agree moderately that receiving appreciation for their work is important. The highest percentage of respondents who believe that rules, regulations, and procedures are interfering with their work is 48.18%, who slightly disagree. 50% of faculty members believe their efforts to improve their work are sometimes thwarted. 82.72% of faculty members agree slightly that they feel good about whatever work they do in the organization, which is a high percentage. 0% of faculty members disagree slightly or very much. That concludes that most faculty members feel good about whatever work they do in the organisation because they enjoy their work. 46.36% of faculty members agree that the pay scale is insufficient in their opinion. 54.54 percent of faculty members agree very much, implying that a lack of staff members makes other faculty members feel overburdened. 86.36% agree that they receive training at the time of joining. 81.81% of faculty members moderately agree that they have to do too much paper work for any task. 54.54 percent of faculty members moderately agree that they have observed growth in themselves since joining the organization. 63.63% slightly agree, implying that some faculty members are getting their salary increment properly. 58.18% of faculty members agree moderately that their head is supportive, implying that their head is a good supporter of their every effort and boosts their work. 50% strongly agree that the organisation provides a reward to their employees after they complete their work, which increases retention, helps create a more positive overall workplace, 55.45% agree slightly, which is a high percentage, that faculty members have a positive relationship with their colleagues, 85.45% of respondents slightly agree that faculty members have received all necessary benefits, increased the economic security of staff members, and improved worker retention across the organization. 80% agree slightly, which is a high percentage, that faculty members enjoy their workplace and have a sense of control over their own work goals. 86.36% agree slightly. They implied that faculty members think that the promotion policies of the organisation are very good and also implied that promotions not only inspire employees to work hard and to achieve their career goals but also encourage employees to grow and develop. 14.54% agree slightly. They implied that faculty members think that the work assignments are not fully explained and that faculty members may lack motivation and be unable to complete tasks at work because they do not find the required duties interesting or purposeful. The work assignment is fully explained, according to 44.54% of faculty members, who disagree moderately. 82.72% agree slightly. They implied that faculty members think that there is very little chance for promotion on their job. That it will imply that they will lose their current job or have the chance to take on a different role at the organization, and 2.72% agree very much.

CONCLUSION:

Every individual should be assured of job satisfaction not only at his home but also at his workplace too. Job satisfaction is his sole right, as a worker, to claim it. Job satisfaction is a potential area of research that has attracted many researchers to it. Psychological research studies have shown that employers should be more concerned with job satisfaction and ensure that their employees are well cared for. With this as a motivating factor, the researcher has made an attempt to study job satisfaction. In this study, the researcher has attempted to study the general performance of Parul University, Vadodara, to measure the overall job satisfaction of faculty members, and to identify the factors influencing job satisfaction among university staff members. There is a significant positive correlation, and communications seem good inside the organization. They have a positive relationship with their colleagues; their head is supportive, implying that their head is a good supporter of their every effort. Faculty members work longer hours than many other positions, which often leads to burnout and stress. Some of the many contributing factors are lack of resources, work-life balance, and political issues. Which leads to decrease in quality of teaching and lack of effectiveness which in turn affect the relationship between the student and lecturers.

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