



Research Paper

A Study on Professional Stress Among Faculty Members of Private Educational Institutions

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Abstract	Manuscript Information
<p>The stress that faculty members face in educational institutions. The goal was to see how faculty members deal with stress at work and how they handle it in their institutions. To do this, a questionnaire was given to 30 faculty members from higher educational institutions in Indore.</p> <p>The things that cause stress were things like not knowing what their job is, not getting help with their job, feeling like their work is not appreciated, not having chances to move up in their career, not getting paid, having to deal with a lot of change, having to be creative in new ways and not knowing what to do in certain situations. Other things that cause stress are when the subjects they teach are changed, having to teach classes and having their schedule changed without being told ahead of time.</p> <p>This study will help faculty members understand how to deal with stress at work. It only looked at teachers in educational institutes. The way we measured stress was by asking people how they feel, then using numbers or facts. We used graphs and tables to look at the results.</p>	<ul style="list-style-type: none"> ▪ ISSN No: 2583-7397 ▪ Received: 10-07-2024 ▪ Accepted: 27-08-2024 ▪ Published: 30-08-2024 ▪ IJCRM:3(4); 2024: 242-248 ▪ ©2024, All Rights Reserved ▪ Plagiarism Checked: Yes ▪ Peer Review Process: Yes <p>How to Cite this Manuscript</p> <p>Agrawal S, Agrawal M. A Study on Professional Stress Among Faculty Members of Private Educational Institutions. Int J Contemp Res Multidiscip. 2024;3(4):242-248.</p>

Keywords: Professional Stress, Educational Institutions

1. INTRODUCTION

A professor teaches people things and helps them learn new skills. Being a professor is not about working hard; it is also a very stressful job. These days, professors have to deal with a lot of stress because of their job, the tasks they have to do, and the limited time they have to do them. They also have to worry about not getting paid and many other things. When we are in a situation that's stressful, our body reacts to it. The word stress comes from the word "Stringere", which means feeling physical pain and hardship. Stephen Robbins said that stress is what happens when someone is faced with a situation where they have to make a choice, or they are limited in some way, and the outcome is not certain but very important. We can feel stressed every day. When it starts to affect our work and makes us feel

anxious, that is when we should be worried. When we are stressed, our body reacts in ways physically, mentally and emotionally. Stress does not just affect our minds; it also affects our health. There are two kinds of stress, good stress and bad stress. Good stress can motivate professors to work harder. On the other hand, bad stress can be overwhelming and introduce new challenges without giving us a break. This can make a person feel like they have much work to do. Stress also affects our system.

2. REVIEW OF LITERATURE

C. Muthulakshmi wrote a study in February 2018. This study looked at the teachers who work at arts and science colleges in

the Tuticorin District. The study tried to figure out the problems that these teachers face when they try to balance their work life and personal life.

Jeryl Shawn T. Tan did a study in August 2017. This study looked at some things that can cause stress for teachers who work at public universities in the Philippines. The study found that when teachers are not happy with their jobs, they get stressed out because they do not get rewarded or recognised for their work. The study also found that teachers like to use their beliefs to cope with stress, but sometimes this can actually make things worse. The people who did the study think that we should do research on why teachers at public universities in the Philippines get stressed out.

Vibhuti Gupta, Ekta Rao, and Ranjit (2015). The literature available on increased globalisation and competition shows that the role of faculty members has become more challenging. This is because their role is not just limited to teaching. They also have to contribute to activities that help build their institution. The authors looked at a lot of research from around the world to identify stressors among faculty members. They found out that faculty members face a lot of stress due to various reasons. Increased globalisation and competition are contributors to this stress.

3. OBJECTIVE OF THE STUDY

To understand stress at work among teachers in schools and colleges and to know their social and economic background, we want to know more about the stress teachers face.

4. RESEARCH METHODOLOGY

A survey is a way to gather data. We designed a questionnaire to collect information from respondents about "Professional Stress

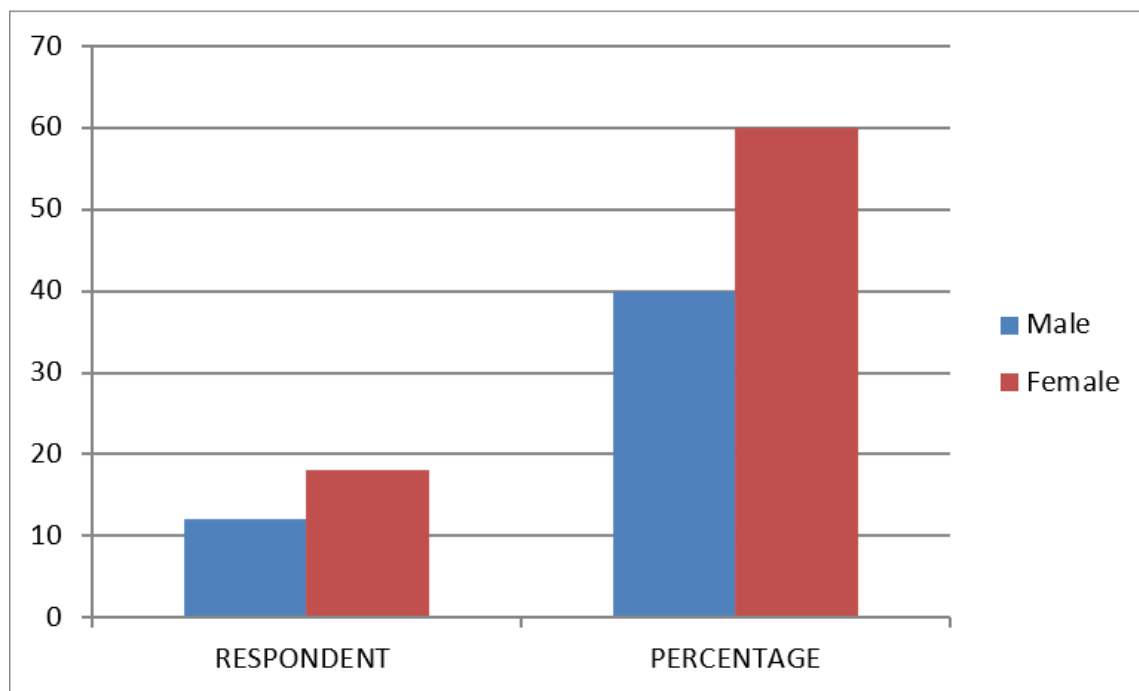
among Faculty Members of Educational Institutions: A study". We randomly picked 30 professors from schools in Indore city to participate. The professors were asked questions using a structured questionnaire that I prepared. The results are being analysed using tables and percentages.

5. FINDINGS & DISCUSSION

This study is about understanding the people who took part in it. We wanted to know about their lives, what they think about their jobs, and how they balance work and life. We also looked at what affects their balance between work and life. What happens when they do or do not have a good balance? The people in the study shared their thoughts on how having a good balance between work and life affects how happy they are. We saw how this balance impacts their life relationships with friends and family, how they interact with the environment, and their overall mental well-being. We found out what they think about the influence of work-life balance on their life satisfaction and how it affects them as a person in their life with their family and their mental health. Stress among teachers shows that with business changes, being an academic is not as stress-free as it used to be. This study looks at stress levels through a survey of 30 professionals. The results are as follows:

1. Gender

GENDER	RESPONDENT	PERCENTAGE
Male	12	40
Female	18	60
Total	30	100

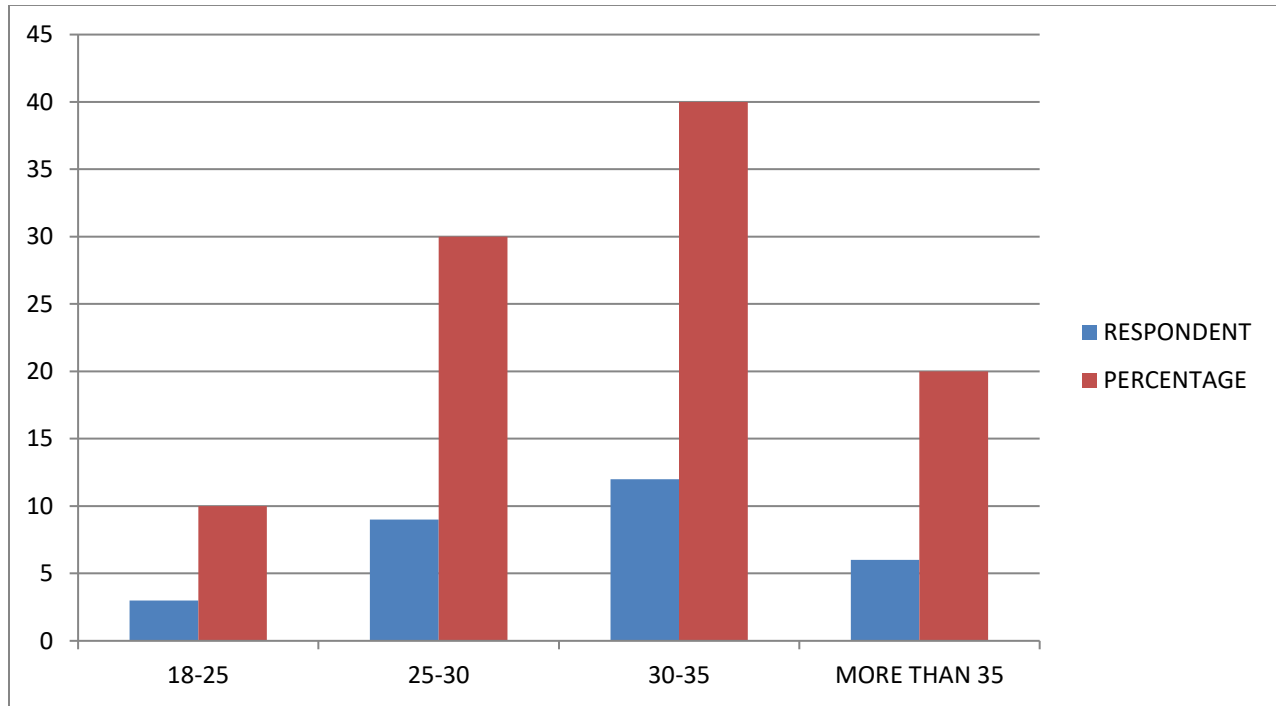


Result. The survey was done with 30 professors. Out of these professors, 60 per cent were professors, which is 18 professors, and the rest were male professors.

Interpretation – The education field is really big. Higher education has given women professors the chance to make money but to learn more and share their knowledge with students. The education field is helping professors to grow and teach students.

2. Age

AGE	RESPONDENT	PERCENTAGE
18-25	3	10
25-30	9	30
30-35	12	40
MORE THAN 35	6	20
TOTAL	30	100



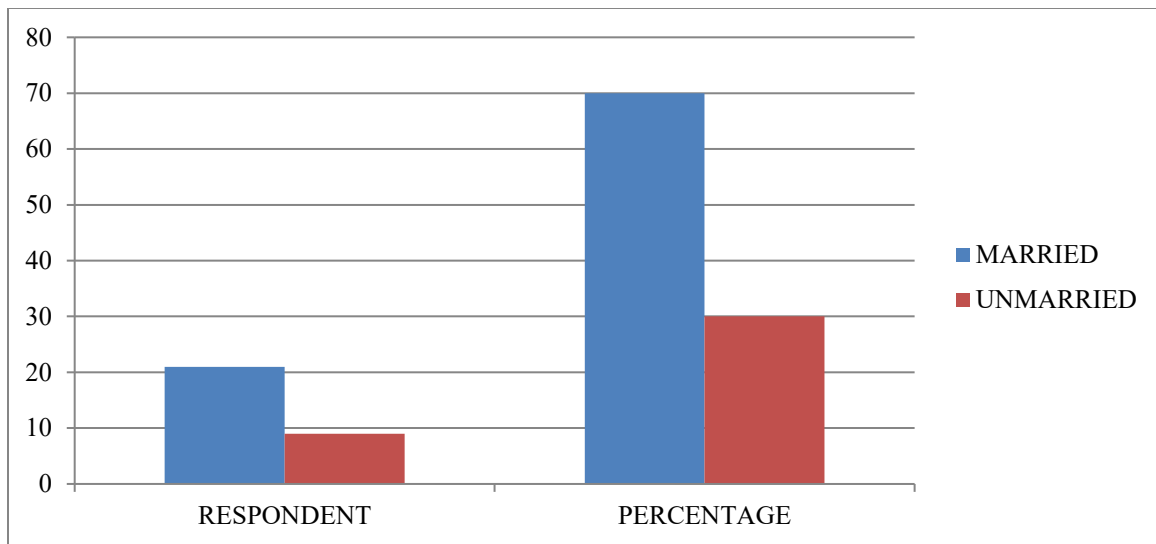
The **result** showed that most professors, forty per cent to be exact, are between thirty and thirty-five years old. This means twelve professors fall into this age group. The next group is the twenty-five to thirty-year professors, which makes up thirty percent so nine professors are in this group.

The thing that stands out here is that the field of education seems to be attracting people who are mostly between thirty and thirty-five years old. It seems that age is not a problem for people who want to contribute to their profession. The people in the field of

education, the professors are showing that age is not a barrier to doing what they love. The professors are from age groups, but the thirty-to-thirty-five-year-old professors are the majority.

3. Marital Status

MARITAL STATUS	RESPONDENT	PERCENTAGE
MARRIED	21	70
UNMARRIED	9	30
TOTAL	30	100

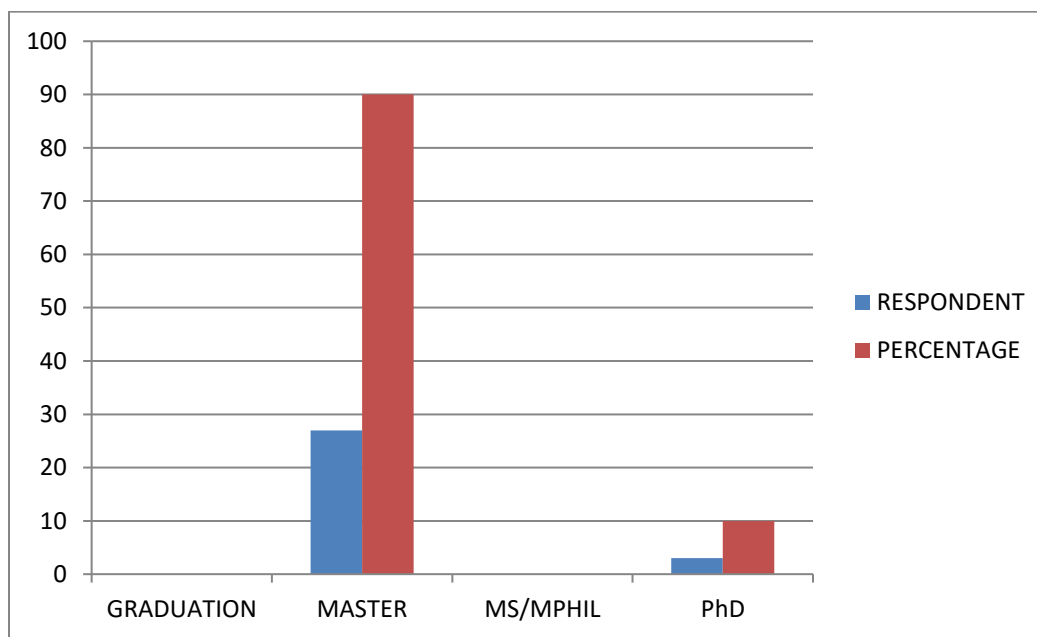


Result- 70%, which is 21 respondents are married and 30%, which is 9 respondents are unmarried.

Interpretation- Most colleges in Indore close around 3 or 4 pm, unlike houses. So professors have some hours in the day to spend with their family. This could be one reason why married professors are more interested in this job. They like that they can be with their family. College professors are attracted to this work because of the timing.

4. Qualifications

QUALIFICATION	RESPONDENT	PERCENTAGE
GRADUATION	0	0
MASTER	27	90
MS/MPHIL	0	0
PhD	3	10
TOTAL	30	100

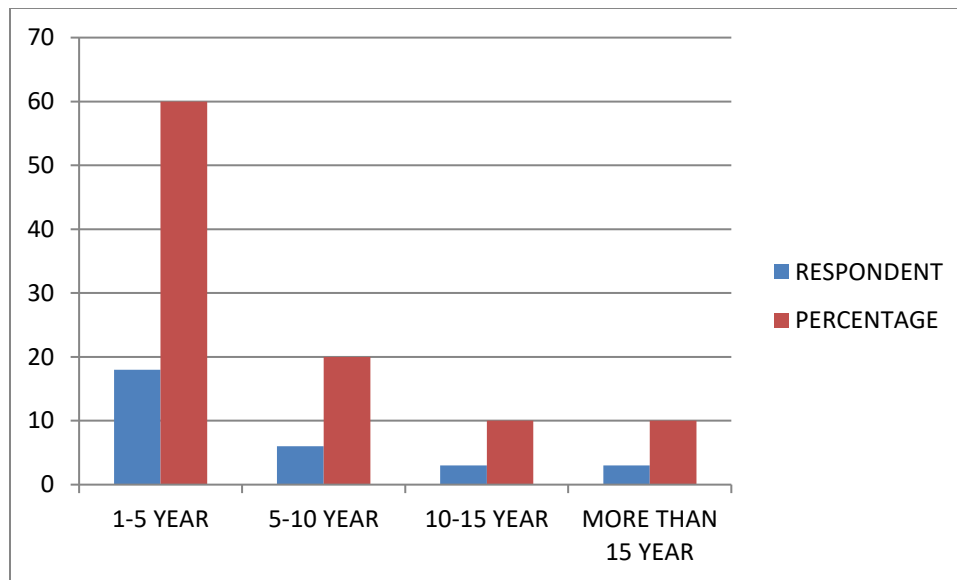


Result- The survey found that 90% (27) of respondents have a master's degree in their field, and the rest have a

Interpretation – The survey showed that most respondents have a master's degree, and only 10% have a PhD. A master's degree has its value, but a PhD helps professionals get detailed knowledge of a subject. Most respondents hold a master's degree. The survey also showed that PhD holders are very few.

5. Year of Experience

YEAR OF EXPERIENCE	RESPONDENT	PERCENTAGE
1-5 YEAR	18	60
5-10 YEAR	6	20
10-15 YEARS	3	10
MORE THAN 15 YEARS	3	10
TOTAL	30	100



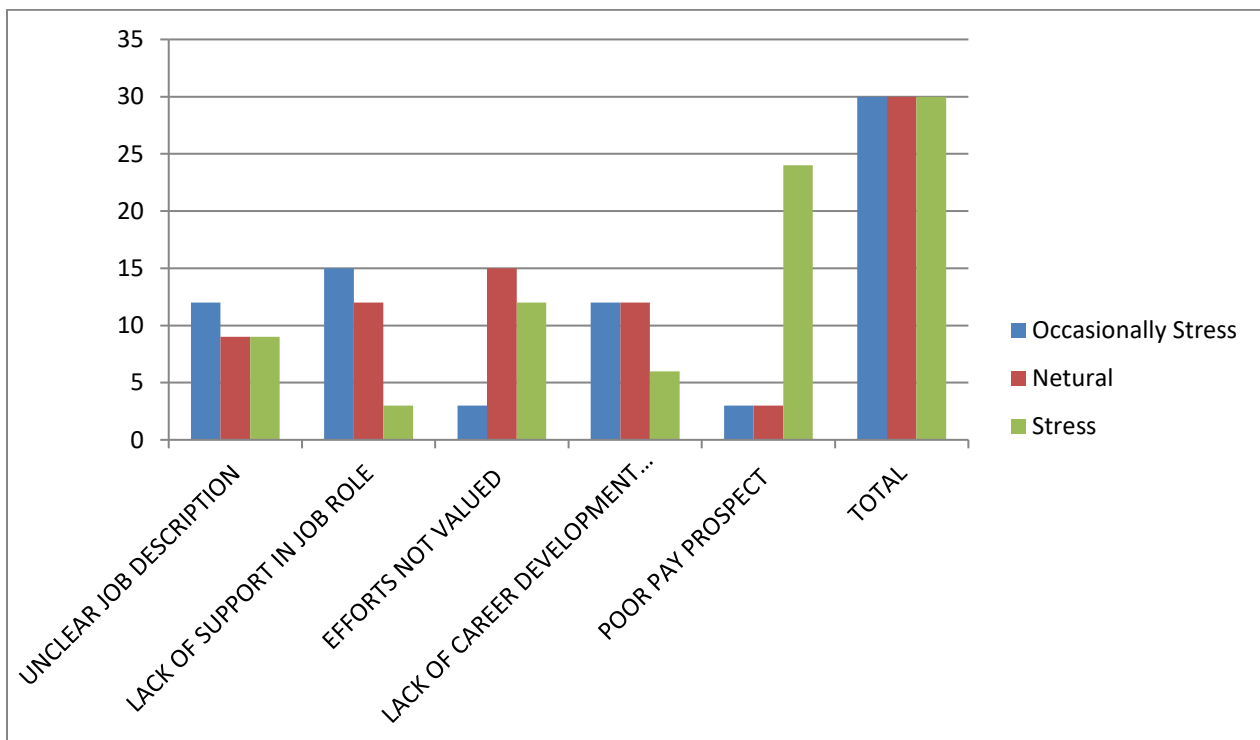
Result- The survey found that 60% (18) of respondents have 1-5 years of experience, and 20% (6) have 5-10 years of experience.

Interpretation- The higher education field is attracting professors who bring fresh ideas. These new professors have

minds, which help them use new teaching methods.

6. Role-related factors that can lead to work-related stress, tick the option you agree upon

S.NO	Role	Occasionally Stress	Netural	Stressful
1	UNCLEAR JOB DESCRIPTION	12	9	9
2	LACK OF SUPPORT IN JOB ROLE	15	12	3
3	EFFORTS NOT VALUED	3	15	12
4	LACK OF CAREER DEVELOPMENT OPPORTUNITIES	12	12	6
5	POOR PAY PROSPECTS	3	3	24



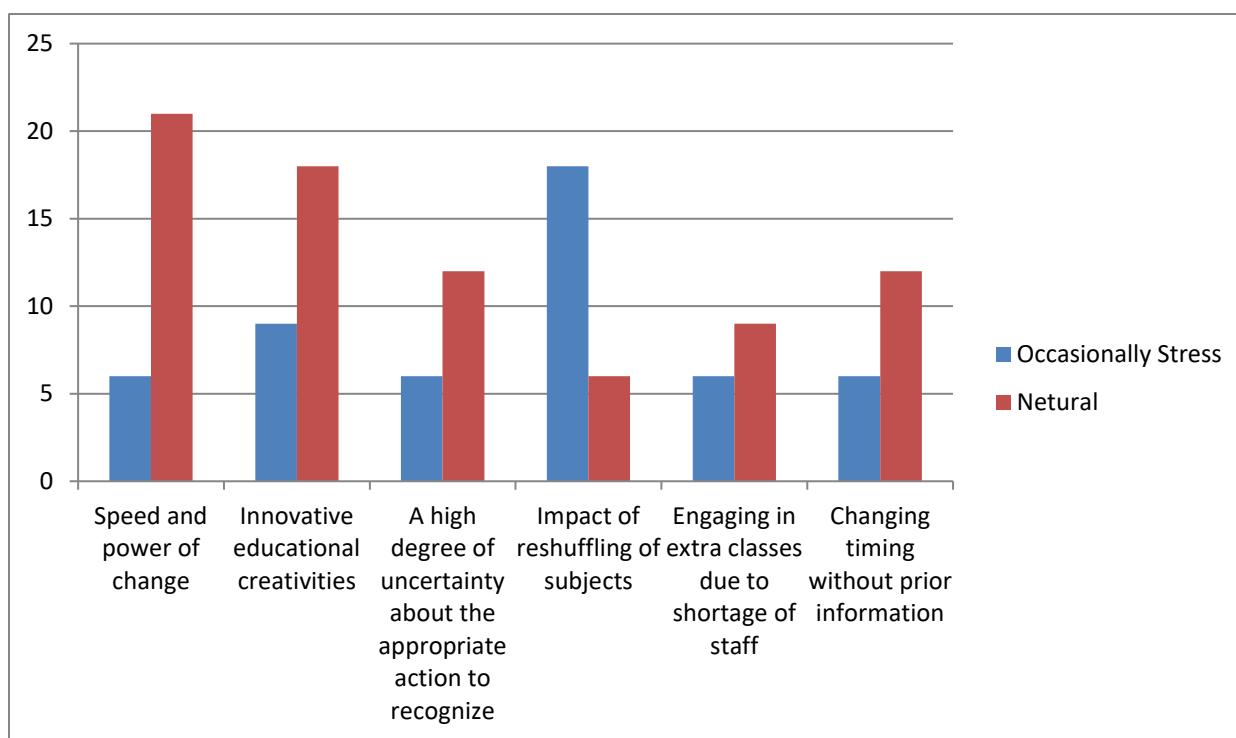
The result shows that the stressful thing for professors is the poor pay they get. A lot of professors, 80 per cent to be exact, said they feel stressed about this. The second stressful thing for professors is that their hard work is not valued at their college. 40 Percent of the professors said they feel this way.

It seems that professors get stressed because they do not get paid enough. They are not happy with the salary they get from their college. We did a survey at a college in Indore. If we compare the pay of professors to that of people in jobs, professors get paid

a lot less. Professors work hard, but they do not get paid as much as they should. The second stressful thing for professors is that their hard work is not recognised. According to Maslow, people are motivated when they are valued for their work, not just when they get paid. When professors are recognised for their work, it makes a difference. Professors feel good when their efforts are valued by the college staff. This is very important for professors.

7. Change related factors that can lead to work-related stress

S.NO	Role	Occasionally Stress	Netural	Stressful
1	Speed and power of change	6	21	3
2	Innovative educational creativities	9	18	3
3	A high degree of uncertainty about the appropriate action to recognise	6	12	12
4	Impact of the reshuffling of subjects	18	6	6
5	Engaging in extra classes due to a shortage of staff	6	9	15
6	Changing timing without prior information	6	12	12



Result. The survey showed that 50 per cent of people, or 15 individuals, feel stressed when they have to teach classes because there are not enough staff members. This is a problem. The biggest problem is that the schedule is changed without telling people ahead of time, and they are not sure what to do. This affects 40 per cent of people, which is 12 individuals.

Interpretation. Teaching extra classes when the college does not have staff is a lot of work. When you teach a class, you have to prepare for the topic and answer the students' questions. You also need a lot of time to get ready for a topic. Two things cause problems. One is that people are not sure what to do when things change. The other is that the schedule is changed without

warning. According to Maslow's theory, money is important. When people are recognised for their work, they feel like they belong to the college. The survey shows that extra classes and schedule changes are issues for the staff at the college, and these issues need to be addressed to reduce stress and make people feel valued. Teaching classes is a big responsibility, and the college needs to make sure that the staff members are supported and recognised for their hard work.

8. CONCLUSION & RECOMMENDATION

Stress is an interesting and complex topic to study. It is about finding balance in life. The teaching profession is said to be a

stressful job, according to many studies. This job is linked to stress, anxiety, depression and health issues. Professors have a lot of duties and responsibilities. A recent survey found that professors are stressed because they do not get paid well in education. The main goal of every professor or person is to earn money to live and support their family. In education, professors have a heavy workload, but their salaries are low compared to other fields. Their work is not valued either. If professors were appreciated for their work, it would motivate them. Long working hours and a lack of time also cause stress. Professors need a balance between work and personal life. They need to be valued and paid fairly for their work.

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