

Pursuance of Stress towards Academics Sector- (A Review Paper)

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ABSTRACT

The word stress means unevenness between, intellectual and sentimental level of an individual. Stress acumen due to distinct outward and indigenous factors which makes a ambit around a oddity. In modern time it is recognized that the stress elevation are attaining the propulsion in the managerial and bureaucratic working flounce. Researchers are eager to determine the distinct specification resulting in establishing stress, surrounded by the representative of the organization and lateral to this they are also probing various approach to disparage the stress levels so as to amplify the fecundity or productivity. The current paper is an endeavor to gather and prompt the reviews of the various researchers, so far has worked on the stress management. The paper is descriptive in nature and based on secondary data collected from many published and on line sources. This study will be able to enlighten various factors which are culpable for the stress, nativity or formation in academics sector.

Key words- : acumen, fecundity, culpable

I INTRODUCTION

Work related stress can be exemplified as a strain which is caused due to substantial and hysterical response. Which workers apprehend when an disproportion is felt between their task necessity and competence. It occurs when there is combat between demands of job of the working employee and amount of regimentation an employee has over confrontation of these demands. Thus when demands from the surrounding, exceed the employee competency to cope with or over sight them, then occupational stress is experienced. In the present world learnedness has always been the most important need of human being. It avails man to inculcate attitude and beliefs .As there has been a growing progression towards privatization of education in our country. So the clash between the private education sectors is enhancing day by day .Because of booming number of institutes as well as universities. To preserve the best talent , colleges and universities are now concentrating on what best gratify the student hence teaching has now become a very tough occupation and this has given additional burden on the shoulders of various faculty and as a result they have to face various challenges in every day of their life.

II ORIGIN AND GROWTH OF STRESS

B. Selye

The concept of stress in the history was originated by great thinker and philosopher Hans.B.Selye .(1907-1982) He is the first person who use the concept of stress for human behavior. And he is the person who is honoured with starting new research on stress. As in the year 1950 he addresses the American psychological association convention. And he gave the standard model of stress in it.

III LITERATURE REVIEWS

Contemplate the academic practice and present ,conduct various dubiety and arguments has been truncate in the mind of researcher its very significant to apprehend the factors responsible for a certain phenomenology and numerous angles related to it. The present study is aiming to impersonate the glance of the research work. So far has been done in the field of stress towards academics and its management.

B Elshikion

Ahlam B Elshikieri (2012)- Has done a study on factors associated with occupational stress and their effects on organizational performance in Sudanese university and in his study the objective was to determine the factors associated with occupational stress and their relationship with organizational performance at one of the private university in sudan with the help of spearman correlation coefficient test and he identified that employees suffered high level of job stress and health of the employees is also affected by it. Abdul Qayyum Chaudhry (2012)has done a study on the relationship between occupational stress and job satisfaction the case of Pakistani Universities and his objective was to find out the relationship between occupational stress and job satisfaction on , age, gender nature of job ,cadre, work experience of university teachers and sector of university with the help of Pearson correlation test and he identified that there is no significant relationship found between job satisfaction and overall occupational stress in university teachers and sectors of university. Alyas Qadeer Tahir (2011) has done a study on effectiveness of teaching stress on academic performance of college teachers in Pakistan and his objective was to explore the stress level in teaching job at college level in Pakistan with the help of t-test and regression methodology and he identified that the teaching stress is found to

be one of the factors that influence the academic performance of college teachers. Abdul Qayyum Chaudhry (2012) has done a study on an analysis of relationship between occupational stress and demographics in universities the case of Pakistan and his objective was to examine level of occupational stress in male and female university teachers with the help of anova analysis and he identified that there is no significant difference between stress level of male and female faculty in the research study. Anuradha Metha (2013) has done a study of how emotional intelligence reduces occupational stress among teachers and his objective was to identify teachers with high emotional intelligence and low emotional intelligence with the help of anova and descriptive methodology and he identified that by increasing the emotional intelligence we can reduce the occupational stress of employees and improve the work. Ali Raza (2012) has done a study on relationship between occupational stress and job satisfaction of faculty the case of universities of Punjab and his objective was to investigate the relationship between occupational stress and job satisfaction in public and private sector university teachers in Pakistan, with the help of standard deviation, correlation analysis, methodology and he identified that a moderate level of stress is perceived by university teacher and insignificant relationship is found between occupational stress and job satisfaction. Aqsa Akbar (2011) has done a study on faculty stress at higher education a study on the business school of Pakistan and his objective was to identify the sources of faculty stress in business schools of Pakistan with the help of multiple regression analysis, t-test methodology and he identified that private sector faculty member experienced more stress as compared to faculty in public sector business school. Choi Sang Long (2015) has done a study on role of occupational stress on job satisfaction and his objective was to investigate the relationship between occupational stress and job satisfaction among teachers with the help of Pearson correlation analysis and multiple regression analysis methodology and he identified that level of role ambiguity and roll over load is high however teacher at Malacca had reported high level of occupational stress. Diksha garg (2014) has done a study on an analytical study of occupational stress in education sector and his objective was to study various causes of stress that effects the teacher working in colleges with the help of percentage analysis methodology and he identified that work over load and job insecurity are the main cause of stress. D. Rajasekar (2013) has done a study on impact of academic stress among the management students of amet university an analysis and his objective was to find out the component of academic stress experienced by management students with the help of percentage

analysis methodology and he identified that academic institutions have different work setting compared to non - academic and therefore one would not expect the differences in symptoms caused and consequences of stress. Fozia Aamir Siddiqui (2013) has done a study on occupational stress in teachers a comparative study of public and private schools in teachers a comparative study of public and private schools in Hyderabad city and his objective was to compare the difference between the level of occupational stress in public and private schools female teachers of Hyderabad city with the help of mean ,standard deviation and t-test analysis he identified that overcrowded class rooms, lack of facilities and resources at work place, shortness of cleanliness were the main causes of stress among the female teachers of public school. Gopal Chandra Mahakud (2014) has done a study on organizational role stress and burn out among government and private school teachers in Delhi city a comparative study and his objective was to find out the relationship of organizational role stress and burnout among the government and private(public)secondary and senior secondary school teachers in Delhi city India with the help of t-test and descriptive statistics methodology and he identified that the teachers in private school are more stressed than the ones teaching in government school. Indoo Singh (2014) has done a study on predictors of occupational stress among the faculty members of private and medical engineering college a comparative study and his objective was to assess the level of stress and explore various occupational stressors among the faculty member s of private medical and engineering college with the help of regression analysis and t-test methodology he identified that the study revealed that medical and engineering faculty members are equally stressed and have common perception of stressors. J.K Tendon (2014) has done a study on effect of age and gender on occupational stress a study on teaching fraternity and his objective was to find out the impact of age and gender on occupational stress among teacher with the help of mean, standard deviation and t-test he identified that the mean score of male teachers is higher than female teachers this reveals that there is higher occupational stress among male teachers than female teachers. Kelzang Tashi (2014) has done a study on occupational stress among Bhutanese teachers and his objective was to explore teacher stress among teachers in Bhutanese schools with the help of annova and t-test methodology he identified that the study indicates teacher stress is a growing problem in Bhutan which is almost on par with levels of stress typically reported in western countries. K.Naidoo (2014) has done a study on model of work related well being for educators in Kwazulunatal and his objective was to identify the key factors causing stress for educators and the

managerial challenge which educators face with the help of factor analysis and alpha cronbach coefficient methodology and he identified that it is confirmed from the result that stress in the education sector in South Africa consist of seven constructs the result of all seven of these constructs were reported and thus noted that all these constructs are important in understanding the causes of stress and its impact on work performance. Kamarudin Rafidan (2009) has done a study on stress and academic performance empirical evidence from university students and his objective was are there any statistical significant differences in the level of perceived stress among students at the beginning, middle and at the end of the semester with the help of anova, Pearson correlation coefficient and chi square methodology and he identified that study says that in attaining good academic result it is equally important to identify what constitute good and bad stress and how good stress can be increased and bad stress can be eliminated. Mariya Aftab (2012) has done a study on demographic differences and occupational stress of secondary school teachers and her objective was to examine the relationship of occupational stress with gender qualification teaching experience, salary, subject taught and marital status among secondary school teachers with the help of t-test methodology and he identified that the trained graduates teachers have higher occupational stress than post graduate and untrained teachers and there is a need to give good environment to reduce the stress of teachers. Marija rok (2011) has done a study on stress and stress management in a higher education tourism institution and his objective was to provide an overview of stress in the lives and work of higher educational teachers in the case of faculty of tourism with the help of general analytical strategy developed by Miles and Huberman (1994) and he identified that higher educational teachers are high educated and then also the stress is everywhere in the education sector. Manjula. G. Kadapani (2012) has done a study on stressors of academic stress a study on pre - university students and his objective was to know the stressors of academic stress among pre university student with the help of correlation coefficient methodology and he identified that high aspiration poor study habits increased the academic stress of the students. N.A Gillespie(2001) has done a study on occupational stress in universities staff perceptions of the causes consequences and moderators of stress and his objective was to identify and describe staff experiences and perception of occupational stress and their perceptions of its causes moderators and consequences with the help of chi square test he identified that the finding high light the significant impact that occupational stress was having on the university staff both at personal and professional

level and staff supported that their current level of stress affected their ability to perform their work efficiently and up to high standards. Nosheen Sahibzada (2012) has done a study on occupational role stress among public and private university teachers and her objective was to explore the impact and relationship of the level of occupational role stress coping strategies and locus of control among public and private university teachers with the help of t-test methodology he identified that result of study indicate that level of stress is different in public and private sector employees with studies showing that employees of private sector experience high level of stress then employees of public sector universities. Reshu Agrawal (2015) has done a study on how emotional intelligence reduces occupational stress among faculties and his objective was to identify faculties with high emotional intelligence and low emotional intelligence with the help of Anova technique he identified that by increasing the emotional intelligence we can reduce the occupational stress of employees and improve their work as individuals the employee of different colleges have also experienced the effect of emotional intelligence as role of emotional intelligence in employees occupational stress is also very much important. R.Poornima (2012) has done a study on occupational stress and professional burn out of university teachers in South India and her objective was to identify the number of percentage of university teachers with low, moderate & high level of occupational stress with the help of multiple regression analysis and she identified that as majority of the teacher are experiencing stress due to organizational structure and climate also the university teachers are challenged with work overload this is due to under staffing. R.Emsley (2009) has done a study on occupational disability on psychiatric grounds in south African school teachers and his objective was to investigate factors associated with occupational disability due to psychiatric disorders in teachers in south Africa with the help of t-test methodology and he identified that work related stress is a major factor in south African teachers with occupational disability on psychiatric grounds. Sebastiaan rothmann (2009) has done a study on occupational stress ill health and organizational commitment of employees at a university of technology and his objective was to investigate the relationship between perceived organizational stressors and staff levels of commitment and health with the help of standard multiple regression analysis and he identified that the result of this study show that job security and lack of autonomy were the most significant stressor in the organization this lead to high level of physical and psychological ill health. S.S.Jeyaraj (2013) has done a study on occupational stress among the teachers of the

higher secondary schools in Madurai district Tamilnadu and his objective was to analyse occupational stress among the teachers of higher secondary schools in Madurai district in Tamilnadu with the help of chi square test methodology and he identified that aided school teachers have more occupational stress levels than government school teachers. Sajid A(2015)has done a study on stress in medical under graduates its association with academic performance and his objective was to explore the difference in level of perceived stress among medical under graduates of various classes and its association with their academic performance with the help of anova and chi square test methodology and he identified that medical student of all the five years are fairly facing stress during their stay at medical school and student required a balanced environment for optimal learning. Vikram Katyal (2012) has done a study on identification of factors causing stress among faculty in education sector and his objective was to investigate the various factors affecting the work place stress among the faculty of higher education, institutes/universities located in Punjab with the help of factor analysis and kmo-bartlett test he identified that major factors responsible for causing stress among the faculty staff ,include work place environment, work place harmony etc. This study put emphasis on the need to improve working condition of faculty through administrative and academic support. Warraich Usman Ali (2014) has done a study on impact of stress on job performance: an empirical study of the employees of private sector universities of Karachi Pakistan and his objective was to determine the effect of stress on job performance of employees with the help of multiple linear regression technique and he identified that work load, role conflict and inadequate monetary rewards are the main causes of stress among employees in higher education sectors.

IV CONCLUSION

The investigation of the literature review has given a comprehensive association of the stress and the diversified eminence and component allied to it. In short we say that the stress cannot be stopped in the working environment but it can be minimized or controlled up to some extent by taking the various remedial measures.

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