

CAUSES AND SYMPTOMS OF STRESS OF FACULTY MEMBERS: AN EMPIRICAL RESEARCH ON THE PRIVATE COLLEGES OF RAJASTHAN

Ruhi Jain¹ & Dr Roshita jain²

¹Gargi college, University of Delhi, BA Programme

²Director Finaxis Consultancy Services

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ABSTRACT: Stress is the mental condition of pressure through which an individual reacts when exposed to environmental or personal problems and challenges that leads to several diseases. An individual faces challenges at each and every stage of life particularly at a young age, and hence undergo stress. Stress can be caused by several factors like personal, social, occupational, environmental, etc. Stress directly affects the mental well-being of a person, and thus can lead to brain malfunction, physiological problem and also many areas of psychological challenges in the form of depression, anxiety, pain, and burnout". Stress usually causes psychological, physical, and behavioral problems in an individual. Private colleges, due to stiff competition in the market are placing higher level of stress on its faculty members. Their faculty is expected to keep up to the expectations of both students and college and this causes increased level of stress in them. Thus, understanding the causes of stress among individuals and their symptoms is very important. Major objective of this study is to find out causes and symptoms of stress among the faculty of selected private colleges. For this purpose various private colleges of Rajasthan were selected. The data collection for the study is done through self-structured questionnaire which was analyzed using different statistical tests like frequency tables and graphs, chi-square tests and cross tab. This study also puts forth the specific areas of stress in faculty of private colleges. The results show that private colleges are putting too much pressure on their faculty members and are stressing them to a higher extent due to long working hours, personal factors, sleeping disturbance, and work overload.

Key Words: Private Colleges, Faculty members, Stress, Causes of stress, symptoms of Stress, Coping with Stress.

INTRODUCTION

Stress is a state of mental pressure for specific individual confronting issues from external and internal factors which prompts a huge number of diseases. The young generation is more likely to get stressed due to greater number of changes and challenges in their age. Due to higher expectation from everyone around them they face mental stress.

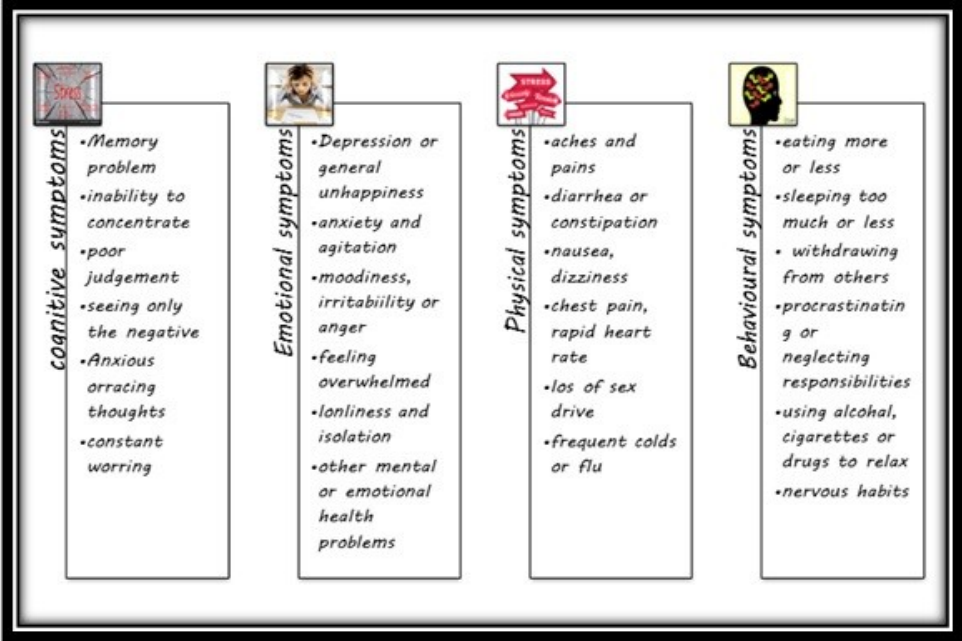
"Stress is your body's way of responding to any kind of demand or threat. When you sense danger—whether it's real or imagined—the body's defenses kick into high gear in a rapid, automatic process known as the fight-or-flight reaction or the stress response."

The stress reaction is the body's method for securing you. When working appropriately, it encourages you to remain engaged, fiery, and alert. In crisis circumstances, stress can save your life—invigorating you extra to guard yourself, for example, "or spurring you to slam on the brakes to avoid a car accident".

Private colleges in Rajasthan are increasing at a very fast rate and hence are the competition. This made stress almost a part of our daily lives of college faculty members. Stress affects faculty member's behaviours, their job performances and also their communication with their co-workers. Due to several reasons such as stiff competition in private sector, increased workload, greater expectation of students and management, etc. faculty continue to working under intense stress. "Expectation of parents, demands of the administration, factors preventing to reveal the problems experienced with students, anxiety of dismissal from college" also has a greater impact on faculty having stress that might lead to several health problems.

SIGNS AND SYMPTOMS OF STRESS OVERLOAD

The speed and ease with which stress can sneak up to an individual is the most dangerous thing about stress. Stress very soon becomes familiar with you and you get used to it without even noticing how much it's impacting you and your mental health. Thus it becomes important to be aware and understand the common warning signs and symptoms of stress overload.

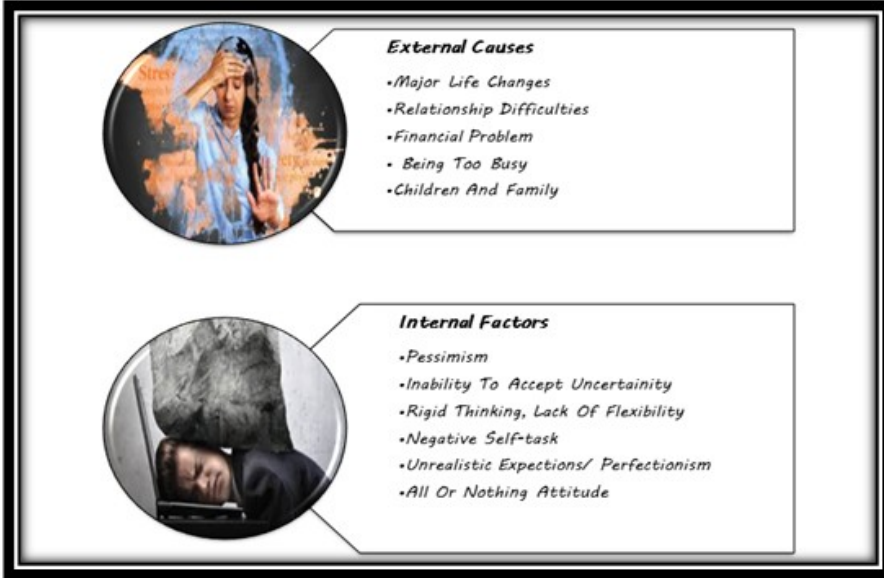


CAUSES OF STRESS

The circumstances and pressures that reason stress are known as stressors. We more often than not consider stressors being negative, for example, a debilitating work routine or a rough relationship. Nonetheless, anything that puts high expectations on you can be stressful. This incorporates positive occasions, for example, getting hitched, purchasing a house, heading off to college, or accepting an increment.

Obviously, not all stress is brought about by outer components. Stress can likewise be inside or self-produced, when you stress too much over something that could possibly occur, or have silly, cynical contemplations about life.

In the end, what causes stress depends, at any rate to a limited extent, on your view of it. Something that is stressful to you may not fluster another person; they may even appreciate it. While a few of us are frightened of getting up before individuals to perform or talk, for instance, others live for the spotlight. Where one individual flourishes under strain and performs best even with a tight due date, another will close down when work requests heighten. And keeping in mind that you may appreciate thinking about your older guardians, your kin may discover the requests of caretaking overpowering and stressful.



Symptoms of Stress:

Stress has been proved to be dangerous for the physical well-being of the individual. It causes several health hazards and diseases like, includes insomnia, headache, etc. It can also lead to poor interpersonal relationship of individual with friends and family members. Other symptoms of stress include:

Symptoms of Stress	High blood pressure
	Indigestion
	Insomnia
	Irritability
	Depression
	Short attention span
	Loss of appetite
	Procrastination
	Increased use of alcohol and drugs
	Poor job performance
	Headache

REVIEW OF LITERATURE

“As per Wheeler 2007, stress is physics word which means the measure of force utilized on an item and it relates, in actuality, regarding how certain issues that convey force applied to human life”. Few instances are; monetary troubles, health issues, clashes with companions, excessive pressure on the individual's body - brain and soul. A portion of the pressure or force begins from the external environment however frequently originates from inside an individual's brain as stress, tension, lament, debilitation, and low motivation.

Stress is clarified by Pargman 2006 as "An unpredictable response to outer and inward factors" that implies a negative or positive response to natural improvements. In such manner, it is the means by which the totality of your body identifies with changes and new circumstances that present itself over the span of time. “Stressful life events often precede anxiety disorders” (Faravelli and Pallanti 1989, Finlay-Jones and Brown 1981). Strikingly, long term follow-up studies have demonstrated that stress happens all the more regularly before depression (Angst &Vollrath 1991, Breslau et al. 1995). Indeed, in planned examinations, patients with stress are destined to create significant depression after stressful life occasions happen (Brown et al. 1986).

OBJECTIVE OF THE STUDY

- ✓ To identify the main causes of stress among the faculty of the private college.
- ✓ To identify specific areas of stress in the respondent’s life.
- ✓ To identify symptoms of stress among faculties of the college.

DELIMITATION (SCOPE) OF THE STUDY

The study is considered to be carried out with the major attention on the faculties of psychology in selected three private colleges of Rajasthan.

RESEARCH METHODOLOGY

The data was collected from the selected 3 top private collages (Manipal University Jaipur, Pacific University Udaipur, Sharda University Jaipur) of Rajasthan. Particularly psychology department was chosen for this study. Data collected through face to face interview with the respondents. The basic idea of this survey is to identify the causes that lead to stress and could worsen the mental and physical activity of the body of the respondents from the point of view of respondents. The selected sample size was 100.

Table 1:- Frequency Table of Gender

Gender					
Valid		Frequency	Percent	Valid Percent	Cumulative Percent
	Male	50	50	50	50

	Female	50	50	50	100
	Total	100	100	100	

Graph 1:- Frequency Graph of Gender

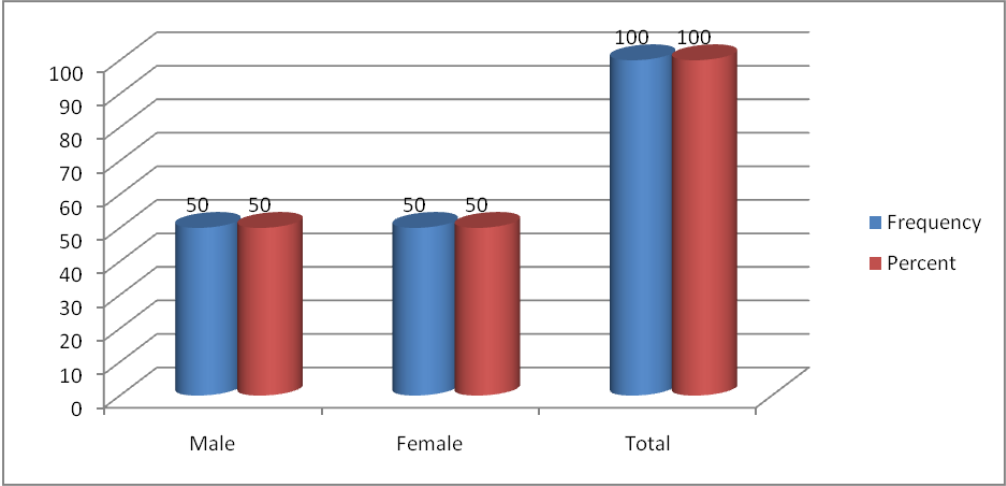
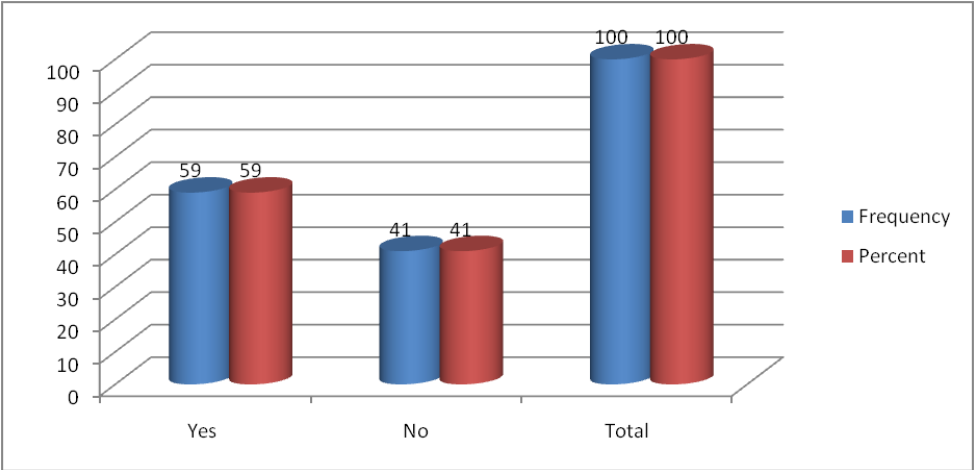


Table and Graph shows the data for the gender classification of the respondents. From the data, it is clear that sample comprises of both male and female respondents equally. This equal selection will be fruitful to the researcher as the results will reflect the perception of both the genders equally and hence will give a clear picture about the how booth genders perceive stress, its causes, and symptoms, etc.

Table 2:- Frequency Table of Stress

Stress					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	59	59	59	59
	No	41	41	41	100
	Total	100	100	100	

Graph 2:- Frequency graph of Stress



When respondents were asked about whether they are facing stress in their daily life routine. Out of the total 100 respondents, 59% replied with yes they are stressed by different reasons; however count of respondents who replied with no is also very significant (41%). Thus from results, majority of respondents are facing this psychological problem of stress.

Table 3:- Frequency Table of Long working hours

Long working hours					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	62	62	62	62
	No	38	38	38	100
	Total	100	100	100	

Graph 3:- Frequency Graph of Long Working Hours

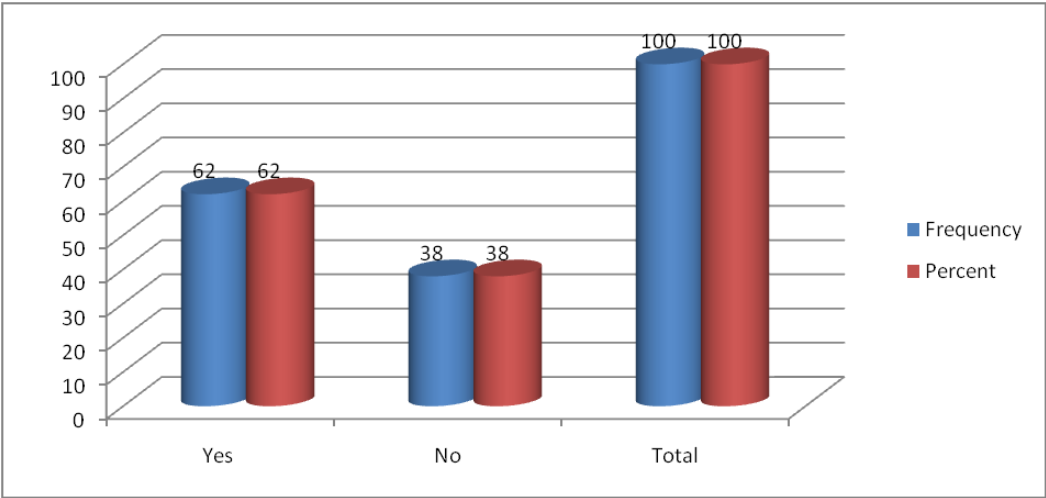


Table 3 and Graph 3 given above shows the data collected when respondents were enquired about are they facing the problem of long working hours at their workplace that causes stress. Out of the total 100 respondents 62% said yes they are stressed because of long working hours. Thus majority of respondents are stressed due to long working hours at their colleges.

Table 4:- Frequency Table of Personal Factors

Personal factor					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	56	56	56	56
	No	44	44	44	100
	Total	100	100	100	

Graph 4:- Frequency Graph of Personal Factors

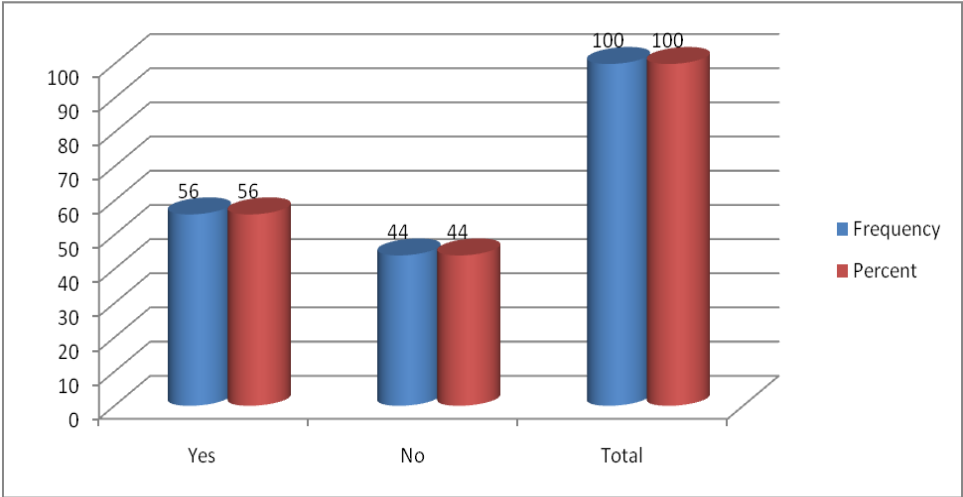


Table and Graph given above shows the data collected when respondents were asked about whether their personal factors are responsible for creating stress in their lives. As per this study out of total respondents 100, 56% of respondents agree that they have some personal factors which cause stress and 44% said no they are not facing stress due to personal factors. Thus from results majority of respondents are facing stress due to personal factors.

Table 5:- Frequency Table of Sleeping Disturbance

Sleeping disturbance					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	54	54	54	54
	No	46	46	46	100
	Total	100	100	100	

Graph 5:- Frequency Graph of Sleeping Disturbance

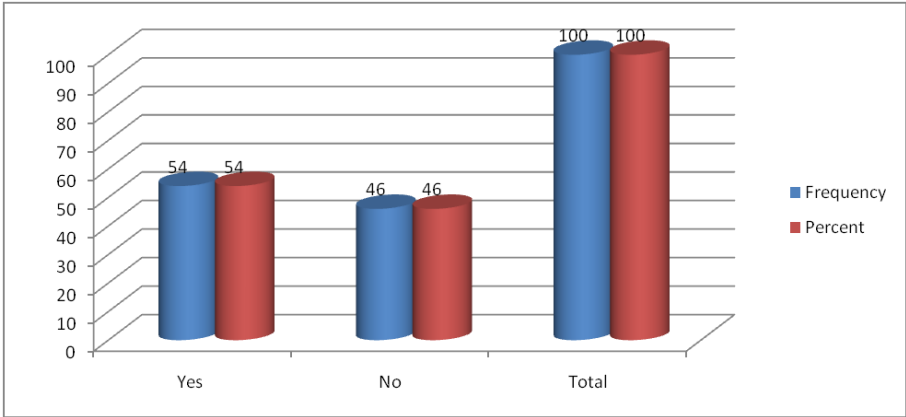


Table and Graph given above displays the data when respondents were enquired about does sleeping disturbance is causing stress. Out of 100 respondents, 54% said yes they have sleeping disturbance due to which they are facing stress in their lives and 46% said no. Thus the majority of respondents are thinks sleeping disturbances create stressful conditions.

Table 6:- Frequency Table of Unmotivated Respondents

Unmotivated					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	51	51	51	49
	No	49	49	49	100
	Total	100	100	100	

Graph 6:- Frequency Graph of Unmotivated Respondents

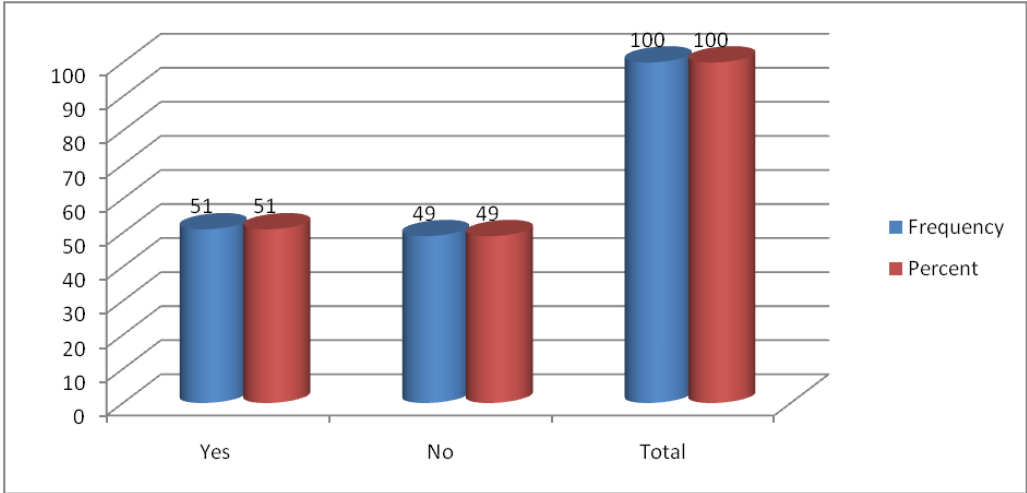
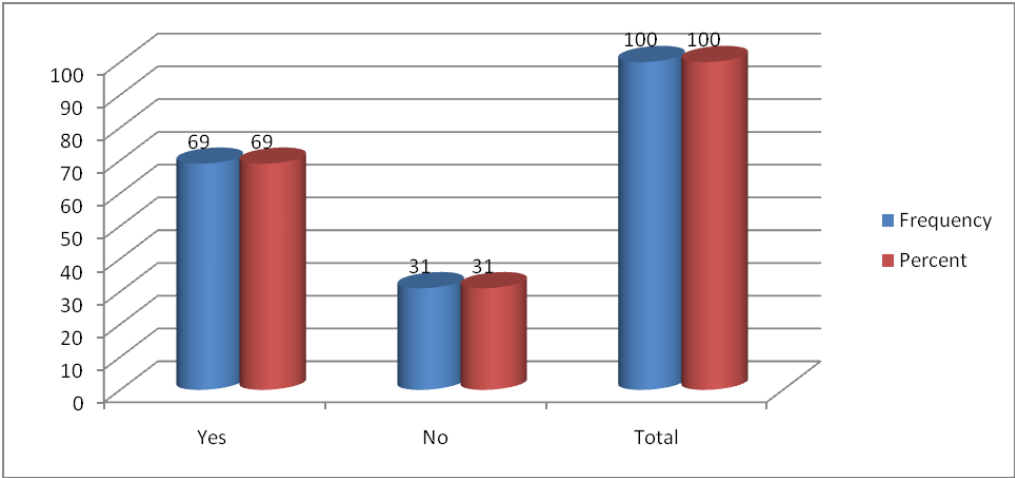


Table and Graph 6 shows the data when respondents were enquired about being unmotivated as the reason for their stress. It can be clearly observed from the data collected that out of the total 100 respondents 51% think they are unmotivated which cause stress among them whereas 49% doesn't think so. Thus from results being unmotivated cannot be considered as a strong and only reason for stress.

Table 7:- Frequency Table of Work overload

Work overload					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	69	69	69	69
	No	31	31	39	100
	Total	100	100	100	

Graph 7:- Frequency Graph of Work Overload



Above Table and graph shows the data when respondents were enquired about workload as a reason for their stress. From the data collected it is clear that out of a total of 100 respondents, In our 69% respondents said they were stressed because of workload and only 31% said no for the question asked. Thus majority of respondents are feeling stressed due to work overload at their workplaces. Further to find the significant positive relationship between **causes of stress** and stress following hypothesis has been formulated and evaluated using cross tab and chi-square test as follows;

Hypothesis

- H₀₁:- There is no significant positive relationship between factor **Long working hours** and stress.
- H₁₁:- There is a significant positive relationship between factor **Long working hours** and stress.
- H₀₂:- There is no significant positive relationship between **Personal factors** and stress.
- H₂₂:- There is a significant positive relationship between **Personal factors** and stress.
- H₀₃:- There is no significant positive relationship between factor **Sleeping disturbance** and stress.
- H₃₃:- There is a significant positive relationship between factor **Sleeping disturbance** and stress.
- H₀₄:- There is no significant positive relationship between factor **Unmotivated** and stress.
- H₄₄:- There is a significant positive relationship between factors **motivated** and stress.
- H₀₅:- There is no significant positive relationship between factor **Work overload** and stress.
- H₅₅:- There is a significant positive relationship between factor **work overload** and stress.

Table 8 Stress* Long working hours Cross tabulation

Count		Exercise time		Total
Stress		Yes	No	
	Yes	46	13	59
	No	16	25	41
Total		62	38	100

From the Table given above it is clear that as per the majority of respondents long working hours is one of the major cause of stress.

Table 9 Chi-Square

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.518 ^a	1	0
Continuity Correction ^b	14.172	1	0
Likelihood Ratio	16.142	1	
Fisher's Exact Test	0		0
Linear-by-Linear Association	16.242	1	0
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 17.16.
b. Computed only for a 2x2 table.

The table above shows the chi-square test for finding out the relationship between long working hours and stress. According to the chi-square test the p value=0.00 and hence considered significant. Therefore we accept the alternate hypothesis and reject the null hypothesis. So we can conclude that there is a significant positive relationship between long working hours and stress and hence long working hours can cause stress. As working hours of respondents' increases their level of stress also goes high.

Table 10 Stress* Personal Factor Cross tabulation

Count		Personal factor		Total
Stress		Yes	No	
	Yes	42	17	59
	No	12	29	41
Total		54	46	100

The table given above shows, that the majority of respondents agrees that personal factors are also one of the major causes of stress.

Table 11

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.061 ^a	1	0
Continuity Correction ^b	15.319	1	0
Likelihood Ratio	17.5	1	
Fisher's Exact Test	0		0
Linear-by-Linear Association	16.19	1	0
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 19.80
b. b. Computed only for a 2x2 table

According to the chi-square test the p value=0.00 and when the p-value is lower than 0.05 it's considered significant. Therefore we accept the alternate hypothesis and reject the null hypothesis. So we can conclude that personal factors cause stress and both are strongly positively correlated. That means if respondents are confronting personal problems than they will surely get stressed.

Table 12 Stress* Sleep Disturbance Cross tabulation

Count		Sleeping disturbance		
Stress		Yes	No	Total
	Yes	37	22	59
	No	17	24	41

Total		54	46	100
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According to the table given above, the majority of respondents here agrees that sleep disturbances is an important factor that causes stress in them.

Table 13

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.431 ^a	1	0.032
Continuity Correction ^b	3.612	1	0.051
Likelihood Ratio	4.444	1	0.031
Fisher's Exact Test	0.044		0.029
Linear-by-Linear Association	4.28	1	0.034
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 19.80.

b. Computed only for a 2x2 table.

According to the chi-square test the p value=0.044 and when the p-value is lower than 0.05 it's considered significant. Therefore we accept the alternate hypothesis and reject the null hypothesis. So we can conclude that sleeping disturbance and stress are positively related and thus sleeping disturbances causes stress. People with more sleeping disturbances are reported to have high levels of stress.

Table 14 Stress* Unmotivated

Count		Unmotivated		Total
Stress		Yes	No	
	Yes	35	24	59
	No	18	23	41
Total		54	46	100

According to the table given above, the majority of respondents here agrees that being unmotivated is also an important factor that causes stress in them.

Table 15

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.031 ^a	1	0.082
Continuity orrection ^b	2.312	1	0.121
Likelihood Ratio	3.049	1	0.091
Fisher's Exact Test	0.109		0.071
Linear-by-Linear Association	3.09	1	0.081
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 20.68.

b. Computed only for a 2x2 table.

The table above shows that the chi-square test the p value=0.109 and when the p-value is higher than 0.05 it's considered not significant. Therefore we accept the null hypothesis and reject the alternative hypothesis. So we can conclude that being unmotivated is not strongly positively related to stress and hence this factor may or may not cause stress.

Table 16 Stress* work overload Cross tabulation

Count		Work overload		Total
Stress		Yes	No	
	Yes	41	18	59
	No	30	11	41
Total		54	46	100

According to the table given above, the majority of respondents here agrees that work overload is an important factor that causes stress in them.

Table 17

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.112 ^a	1	0.704
Continuity Correction ^b	0.015	1	0.912
Likelihood Ratio	0.110	1	0.712
Fisher's Exact Test	0.04		0.429
Linear-by-Linear Association	0.113	1	0.749
N of Valid Cases	100		

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 12.76.
b. b. Computed only for a 2x2 table.

According to the chi-square test the p value=0.04 and when the p-value is lower than 0.05 it's considered significant. Therefore we accept the alternate hypothesis and reject the null hypothesis. So we can conclude that work overload and stress are positively related. As people confront more workload at their workplaces, their stress levels also go high.

DISCUSSION

Thus it can be observed from the study that stress in faculties of colleges arises due to several reasons such as increased cut-throat competition in private sector, enhanced workload, greater expectation of students and management, etc. After analyzing our results using SPSS we found out that there are various factors that contribute to stress in an individual. According to the findings obtained from qualitative research, problems which faculties of college have gone through stress most are originating from long working hours, personal factors, sleeping disturbance and work overload while un-motivation has not been found to be positively correlated to stress. According to findings obtained from qualitative research, issues which teachers have gone through stress most are originating from school administration, teaching profession and school facilities. it was found that stress plays an important role in several common but major health problems like headache, insomnia, anxiety, etc. Stress has been proved to affect both the mental and physical well-being of an individually adversely.

CONCLUSION

In light of the discussion done above, it was found that several environmental conditions are causing the faculties of selected colleges to experience constant stress. It can be concluded that stress is a threat to personal and professional well-being of faculties of colleges. Due to the negative impact of stress on everyone's life, it is pertinent for the faculties to learn to manage the stress and moving the energy in positive direction for their benefit. This can be done by identifying the main causes and symptoms of stress which as per the discussion includes increased workload, new responsibilities, and sleep disturbances and long working hours. A lot of research has been done on stress and its management and pragmatic solutions given and we hope that, based on the analysis made, this article will be of great help in helping every stressor particularly college and university faculties to manage their stress optimally and lead a successful stress-free life.

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