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A Study of Organizational Role Stress among Teachers in Universities in Sonipat District

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Abstract: *Stress is a commonly occurring in today's competitive world which requires smart and efficient work. Stress is a problem in every sector all over the world. The aim this study is to determine the stress level among universities teachers in sonipat district. To assess the statement of the problem , 100 universities teachers (50 teachers from private universities and 50 teachers government universities) were selected through stratified random sampling and used organization role stress scale(By Udai Pareek) to analyze the problem. The results reveled that there is a significant difference in organizational role stress between the teachers in private and government universities in sonipat district.*

Keywords: *Organisational role stress, teachers, universities,*

I. INTRODUCTION

Now a days, stress is a major fact in organizations having adverse effects on the emotional and physical health of the employees leading to less healthy, less satisfied and less productive employees. It can be said that , stress in teaching is no less than any other stressful job in world. The main contributors of stress in teaching are job insecurity , less salary structure, poor moral teaching etc. The environment now a days demand a lot of intake from managers and workers thus increasing the stress level at all the levels. As a result, there have been noticed high signs of chronic fatigue due to work stress at various managerial levels. This level of stress in managers signifies low efficiency thus not proving the managers to be beneficial for their companies or shareholders. In most cases, productivity is affected due to the reduced efficiency even in the best individual. Stress is a problem in every business sector all over the world. Stress is a commonly occurring in today's competitive world which requires smart and efficient work. Work stress results in health complaints and it affects an individual and its family more than any other life stressor viz financial problems or family problems. Stress on individual doesn't even spare the organization from getting strained as a whole thus it becomes a matter of concern for everyone. The reasons of stress may be loss of programming, downsizing, mergers, etc. Stress is the reason for putting strain on individual coping skill. Stress can be defined in two terms i.e. eustress and distress.

A. Eustress

Eustress can be defined as the healthy and positive stress response. This may result in better efficiency of employees performing their work in new and better ways. It denotes the presence of optimum level of stress resulting into a balanced state of mind of the individual.

B. Distress

Distress can be termed as unhealthy and negative stress response. It represents the presence of high level of stress in an individual which affects the performance and efficiency adversely thus laying a negative impact on everyday lifestyle.

II. LITERATURE REVIEW

Role stress has received a lot of research attention. Studies have been carried out from various different field like academic, medical, business, psychological, sociological etc.. This section presents a review of the literature

A. Studies at the International and National Level

Pareek and Mehta(1997) studied three groups of Indian workers i.e. gazetted officers, bank employees and school teachers on type of role stresses experienced by them. This research found that gazette officers reported significantly higher on all the dimensions of role stress and school teachers were found low on all dimensions, bank employees reported medium stress on all dimensions.

Swanson & Power, 1999 this study conducted a comparative study between perceived stress, satisfaction and conflict for professional male and female doctors in National Health Service in Scotland. The study found that the work of male doctors is more stressful and less satisfying than females.

Lehal and Singh (2005) studied Organizational Role Stress among college teachers of Patiala district. The study indicated that the level of organizational role stress in private college teachers in Patiala district was experienced high as compared to government college teachers.

Kristina Gyllensten and Stephen Palmer (2005), the main aim of this study was to evaluate research relating to the role of gender in the level of workplace stress. This review paper indicated that women reported higher levels of stress as compared to men.

Macklin et.al. (2006) surveyed 84 public and 143 private sector employees to assess any significant difference in their stress levels. They concluded that there is no significant difference between employees on the basis of sector, but there is a significant difference on the basis of genders, which showed female employees are more stress than males.

D'Aleo et.al. (2007) examined a sample of 559 public and 105 private sector employees to assess their respective risk profiles with respect to stress. They found that public sector employees face more stress than private sector employees.

Ahmady et.al. (2007) conducted a study on organisational role stress among three medical school faculty members in Iran and resulted that, stress was experienced at high level among almost all faculty members. The core role-related stress and forms of conflict among faculty members were role overload, role expectation conflict, inter-role distance, resource inadequacy, role stagnation, and role isolation.

RituLehal(2007)The study consists of two variables related to Organisational role stress and Job satisfaction. It evaluated the whole State of Punjab and 200 executives (men and women) from both public and private sector units. The study concluded that in case of ORS and JS(job satisfaction) both, the results of public sector are better than private sector. This study concludes that in public sector, female executives are more stressful than males. But in case of JS, in the same sector, female executives are more satisfied with their jobs.

Dr. Sayeeduzzafar Qazi and Dr. Afroze Nazneen(2013), the researchers conducted a study on Organizational role stress and organizational commitment among university faculty of India and Saudi Arabia. This study showed that Indian Universities Faculty members were high level of organizational role stress as compared to the faculty members in Saudi Arabian universities

Dr. B.P. Singh(2015), conducted a study on organisational role stress among government and private school principals. In this study with the help of stratified sampling, 200 govt. and private school principals were selected. From the study the results revealed that private school principals experienced higher organisational stress than the Government school principals Ramniwas and Meenakshi Sharma(2016), conducted a study on Occupational stress among the female teachers of government high schools of Haryana. The aim of this study was determine the stress among the female teachers of government high schools of Haryana. To analysed the statement of the problem total ninety female teachers (30 science teachers, 30 math teachers, and 30 physical education teachers) were selected for the study. Gulab and Dr. Sandhya Mehta(2016), this study suggested that there were no single factor which affected the occupational stress, job satisfaction and work motivation of teaching sector. Others factors like Role stagnation Role ambiguity, Role overload, Material & Psychological incentives, Job situation, Occupational stress, Work motivation affected the teachers in national capital region. Teachers in Private schools of both urban & rural schools were overburden. Scarce resources, material incentives etc. were lacking in rural area teachers in private schools. Kavita Dua and Veena Sangwan(2017), Studied on Stress among Female High School Teachers of Haryana. In this study the researcher observed that the female high school teacher is usually burdened with multiple roles and responsibilities. The main objective of this paper was to work out stress among female high school teachers of Haryana. The researcher forced that more the use of stress management mechanisms, lesser was the stress.

III. OBJECTIVE OF THE STUDY

To study difference in Organizational Role Stress among government and private universities teachers in Sonipat District.

A. Hypothesis

There is a significant difference in Organizational Role Stress among government and private universities teachers in Sonipat District.

B. Research Methodology

Research methodology is a way to systematically address a research problem. It not only talks of the research methods but also logic behind the methods used:

C. Research Design

The study will be descriptive in nature and is based on the field survey and on the basis of interviews to be held with Universities teachers.

D. Scope of the study

The current study seeks to investigate and assess the level of Organizational Role Stress among teachers in Private and Government Universities in sonipat district.

E. Research Instrument

The researcher used the Organizational Role Stress(ORS) questionnaire by pareek(1993). The ORS is measured on five point scale.

F. Sample size and Sampling Method of Data Collection

1) *Sample size*: The population of this study was teachers who working in government and private universities in sonipat district of Haryana state. The present study consist of 100 academicians from both public and private universities in sonipat district. We divide the sample of the study in to two equal proportion i.e. 50 government universities teachers and 50 private universities teachers. Stratified random sampling and ssConvenient sampling method is used for collecting the data. Data is collected by approaching the employees of Universities and taking permission from them to fix up the appointments in advance to suit their time. The confidentiality of the respondents has been maintained.

G. Statistical Tools Applied

Statistical analysis covered estimation of

- 1) Mean
- 2) Standard Deviation
- 3) Independent Sample T-test

H. Mean

Mean is the most reliable and accurate measure of the central tendency of a distribution. It has greater stability as there are less fluctuations in the means of the samples drawn from the same population. In the computation of the mean , we give equal weightage to every item in the series like in the above study we used Udai pareek's ten role stressors .

I. Standard Deviation

Standard deviation is used as a measure of variability and is the average quantity that each of the separate scores varies from the mean of the scores. If the size of standard deviation is larger, the scores will be more variable.

J. Independent Sample T-test

It is used to compare two groups on some continuous variable. Independent sample T-test will be computed to study the differences among:

t test is compute to find out the differences in teaching faculty members in relation to the extent of stress-effects namely private and Government Universities in sonipat district.

II. RESULTS AND DISCUSSIONS

Independent sample t test was used to determine the organizational role stress among government and private universities teacher in sonipat district.

Table no 1 Group Statistics

	Type of University	N	Mean	Mean Difference	Sig. (2-tailed)
Stress	Govt	50	53.8000	-17.38000	.009
	Pvt	50	71.1800		

A. Results

It is revealed from the table number 1 that , the mean score of organizational role stress of private universities teacher is higher than the government universities teachers in sonipat district. This study shows that the Sig. (2-Tailed) value is .009. This value is less than .05. Because of this we can conclude that there is a statistically significant difference between the number of private and government universities teachers. Since our Group Statistics box revealed that the mean score(i.e.71.1800) for the private universities teacher is greater than the mean score(i.e 53.8000) for the government universities teacher, we can conclude that the private universities teachers have higher level of Organizational Role Stress as compared to government universities teachers in sonipat district Hence, this study highlighted that there is a significant difference in organizational role stress between the teachers in private and government universities in sonipat district.

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