

Sources and Extent of Stress as Perceived By the Faculty Members in Two Agricultural Colleges in Karnataka- A Study

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ABSTRACT

It has been stated that psychologists have not only studied 'stress', they have elevated the issue of 'stress' as an area of concern to the public. However, in doing so they have faced the problem of being able to succinctly and consistently define what stress actually is. Despite the growing volume of literature on the subject, it is thought by some psychologists that 'stress' does not actually exist. When one has reviewed some of this literature, it is possible to understand why they might hold this position. The term 'stress' is, unfortunately, an imprecise term at best. Stress is common to every human being. There is no exception for anyone whether he is a small labor or a big businessperson. Stress is common and more at working condition. It may be because external environment, organizational climate, persons commitment toward organizational rules and regulations and also psychological factors. Stress is a common problem that affects almost all of us at some point in our lives. Learning to identify when you are under stress, what is stressing you, and different ways of coping with stress can greatly improve both your mental and physical well-being. As Hans Selye (1956), the noted stress researcher, once said, "Stress is a scientific concept which has suffered from the mixed blessing of being too well known and too little understood."

One useful definition of stress is stress is a demand made upon the adaptive capacities of the mind and body. This definition helps us understand three important aspects of stress: (1) Stress depends on your personal view of the stressor and can be both a positive and a negative factor in your life. (2) It is your reaction to the events in life, rather than the actual events, that determine whether the outcome is positive or negative. (3) Your capacities determine the results. Stress is a demand made upon the body's capacities. When your capacities for handling stress are strong and healthy, the outcome is positive. When you lack the ability to handle the demands, the outcome is negative.

In this context, the study is undertaken with the following objectives. (1) To study the socio-psychological characteristics of the respondents.(2) To find out the sources of stress and extent of stress as perceived by the respondents.

METHODOLOGY

The choice of the Locale for the study was restricted to one of the two Agricultural Universities in Karnataka state, primarily because of the time and cost factors. The UAS Bangalore has seven Colleges to its jurisdictions which include UAS, Bangalore, Agricultural college, Mandya, Agricultural College, Shivmoga, Sericultural college, Chintamani, Forestry college, Ponnempet, Horticultural college, Mudigere and Agricultural college, Hassan. But, the study was conducted at University of Agricultural sciences, Bangalore covering two colleges, viz Agricultural College, Bangalore and Agricultural college, Mandya as the required number of staff members were available in these two colleges. The study was conducted at the University of Agricultural Sciences, Bangalore (UAS).

The respondents are teachers who are in' the cadre of Professor, Associate professor and Assistant professor.

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Stratified sampling procedure was used to select the respondents covering 10 from each cadre from two Agricultural colleges. The sample size include 120 respondents from three cadres, viz., Professors, Associate professors and Assistant professors working at Bangalore and Mandya campuses and they were obviously drawn from different disciplines. Proportionate sampling procedure was adopted to select the respondents from each of the three cadres. Out of this 30 professors, 50 Associate Professors and 40 Assistant Professors were

selected for the study. The data was collected using pre-tested questionnaire.

Statistical analysis:

The selection of statistical techniques for analysis was determined by two criteria: (1) The scale properties of the dependent and independent variables and (2) the nature of question asked. The following are the statistical techniques were applied to analyze the data and draw inference:(1)Frequencies and percentages (2)Mean and Standard deviation.

Table-1: Socio-psychological profile of the faculty in two campuses.

SI. No.	Characteristic	Category	Bangalore campus (N=70)		Mandya campus (N=50)	
			Number	percentage	Number	percentage
1.	Age	31-35	3	4.28	8	16
		36-40	23	32.86	22	44
		41-45	20	28.58	14	28
		46 and above	24	34.28	6	12
2.	Designation	Professor	20	28.58	20	40
		Associate Professors	30	42.86	10	20
		Assistant Professors	20	28.56	20	40
3.	Qualification	PhD	70	100	50	100
4.	Income	Less than five lakhs/ annum	13	18.58	18	36
		five-six lakhs/annum	37	52.86	22	44
		Six-seven lakhs/annum	20	28.56	10	20
5.	Training	two trainings	0	0	4	48
		three trainings	21	30.00	25	50
		four trainings	40	57.14	20	40
		More than four trainings	9	12.86	1	2
6.	Experience	Less than 10 years	21	30.00	10	20
		11-20 years	29	41.42	30	60
		21-30 years	20	28.58	10	20

RESULTS AND DISCUSSION

It is clearly seen from table-1 the cent percent of the respondents in both the campuses were Ph.D degree holders. It can also be observed from table that nearly half of the respondents in Bangalore campus and 44 per cent of the respondents in the mandya campuses were

taking five- six lakhs per annum as salary. Further, it is clear that the respondents from both the campuses belonged to middle aged group., and in both the campuses around 50 per cent of the respondents undergone four to three trainings, and in Bangalore campus 41.42 per cent of the respondents were having 11-20 years of training

and more than 50 per cent of the respondents in mandya campus had 11-20 years of experience.

This trend is may be due to that most of the candidates prefer to work at Bangalore campus and they get more opportunity to build up their profession and professional enrichment. (Evidences)

Source of stress

Sources related to work organization

Data in table 2 which gives the sources of stress as perceived by the respondents in different campuses. At Bangalore campus as it could be observed that 38.58 percent of respondents have indicated as low source of stress and 44 percent of the respondents in Mandya campus have indicated has medium stress. Thus, mandya campus teachers experienced more stress than Bangalore campus teachers in relation to work organization. This trend may be due to that the organization climate in Bangalore campus is more congenial compared to mandya campus.

Sources related to work relationship

It is interesting to note from table-2 that equal percent (38.58) of respondents from Bangalore campus indicated both low and medium stress related to work relationship and 44 percent indicates high stress in Mandya campus. This may be due to the fact that the in mandya campus the respondents may may little communication with their superior and collogues which calls for more have social activities and counseling.

Source related to physical condition

Table 2 shows 42.86 percent of teachers indicated high stress in the Bangalore campus and the result shows that equal percent (40) of the respondents in Mandya campus indicated physical condition as both high and low stress. This trend is due to the fact that the teachers are more in Bangalore campuses and space is limited which calls for creation of more physical facilities and buildings.

Table-2: Sources of stress as perceived by the respondents-campus wise (N=120)

SI No.	Sources	Bangalore		Mandya	
		No.	percent	No	percent
1.	Sources related to work organization condition				
	Low	27	38.58	18	36.00
	Medium	24	34.28	22	44.00
	High	19	27.14	10	20.00
2.	Sources related to work relationship				
	Low	27	38.58	10	20.00
	Medium	27	38.58	18	36.00
	High	16	22.54	22	44.00
3.	Sources related to physical condition				
	Low	25	35.72	20	40.00
	Medium	15	21.42	10	20.00
	High	30	42.86	20	40.00
4.	Sources related to work and personal relationship				
	Low	29	41.42	29	36.00
	Medium	06	08.58	06	20.00
	High	35	50.00	22	44.00

Source related to work and personal relationship

It is interesting to note from table 2 that in Bangalore campus 50 percent of the respondents indicated as less stress where as 44 percent in Mandya campus indicated as high stress. This trend may be due to the fact that the

university is not providing proper facility and the fund required for the improvement and the teachers working in the university are increasing which calls for more integration among different departments collaborative research projects.

Similar research findings have been reported by Cooper (1981); who reported that following have been outlined as sources of work stress: the characteristics of the job itself, the role of the person and/or job in the organization; the nature of the relationships at work and the problems associated with the interface between the

organization and the outside world, e.g., work versus family. It might be argued that if locus of control are central to coping with stress, the 'artificial' environment and relations forced on the workforce plus the limited amount of available individual control has actually created the increase in levels of stress in people at work.

Table 3: Extent of stress as perceived by the respondents-campus wise.

(N=120)

SI. No	Category	Extent of stress	Bangalore		Mandya	
			No	percent	No.	percent
1.	Professors (n=30)	Low	-	-	-	-
		Medium	8	26.67	8	26.67
		High	12	40.00	2	06.66
2.	Associate .Professors (n=50)	Low	7	14.00	3	06.00
		Medium	13	26.00	12	24.00
		High	10	20.00	5	10.00
3.	Assistant Professors (n=40)	Low	5	12.50	7	17.50
		Medium	9	22.50	7	17.50
		High	6	15.00	6	15.00

Extent of stress as perceived by the respondents.

A keen observation of table-3 highlights the details of extent of stress as perceived by the respondents. Further, table-3 indicates the extent of stress experienced by the respondents in different campuses. Table indicates that in Bangalore campus 33.40 percent of the Professors experienced high extent of stress, 26 percent and 22.50 percent of the Associate professors and Assistant professor experienced medium extent of stress. Whereas in mandya campus 26 percent of professors experienced medium extent of stress and 24 percent of Associated professors experienced medium extent of stress. While the Assistant professors experienced equal (17.50 percent) extent of stress as medium and low extent. This trend may be due to the fast modernization of cities around Bangalore compared to Mandya and life styles around the colleges. Braunstein (1981) reported that the past experience and personality profile are important in determining the type and extent of stress in an individual.

CONCLUSION

It can be concluded that all the four sources of stress viz. work organization, work relationship, physical condition at working place and work and personal characteristic were found to have moderate source of stress as experienced by the university teachers in different cadres. Further, it is interesting to note that sources of stress relating to work organization is very low in both the campuses and the sources of stress related to work relationship shows medium degree in both the campuses. Therefore, the relationship in work environment is one of the sources for stress in the

organization. It is noted that main source for stress in both the campuses was found to be the physical condition. Moreover, to some extent the personal relationship acts as source of stress in the organization.

It is evident that the university teachers irrespective of their cadre or function experienced moderate degree of stress. In Bangalore campus, Professors experienced high extent of stress whereas the Assistant and Associate professors experienced moderate degree of stress. Whereas, in Mandya campus all the three cadre respondents experienced moderate degree of stress.

This calls for improvement in the infrastructural facilities in both campuses to harness the productivity of the teachers. Moreover, sources of stress related to work and personal relationship implies that, there is a need to conduct short courses to faculty in the university on human relationship.

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