A STUDY ON STRESS RELATED FACTORS AND ITS IMPACT ON EMPLOYEES PERFORMANCE WITH SPECIAL REFERENCE TO COLLEGE LECTURES IN BANAGLORE CITY

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ABSTRACT

A study on stress related factors and its impact on employee performance with special reference to college lecturers in Bangalore city aimed to investigate the various stressors faced by college lecturers and their impact on job performance. The study utilized a sample of college lecturers from institution and collected data through questionnaire. The objectives of the study are to locate the causes of stress in the college lecturers and impact of stress on employee performance. 68 random samples were obtained for data analysis. To test the hypotheses chi-square test, regression and confirmatory factor analysis were used. Age of the lecturer and stress levels does not have any relationship with each other was revealed from the chi-square test.

Keywords: *Stressors, employee performance, college lecturers, stress.*

I. INTRODUCTION

Every aspect of life is impacted by stress. Each and every individual realizes and faces stress at every point in their lives. Stress is a difficult concept to define correctly. Nevertheless, the dictionary defines stress as pressure or anxiety brought on a person's life or by having too much to do. Not only does stress affect our physical health, but also our mental health. While a opposite association with stress and performance in a learning environment, the focus of this study is the connection between stress and outcomes among college lectures.

Stress can be based on how long it will last, it may be brief, long-lasting, mild or severe. However, major stress problems persist for an extended period of time. If   stress   is not responded it may result in another trauma, It is yet another extreme version of stress. Working father, mother and women in industries with a male superiority are particularly exposed to workplace stress. whatever may be the cause, living through office stress can lead to burnout in many employees.

OBJECTIVES OF STUDY

1. To locate the causes of stress in the college lecturers.
2. Impact of stress on employee performance.
3. To suggest possible solution to manage stress.

LIMITATIONS OF THE STUDY

The proposed research looks into the elements that influence the effect of stress on performance of lecturer's in the Bengaluru. The current study is limited to teaching staff in higher education (undergraduate and postgraduate), however stress factors vary throughout lower education sectors which could be considered. The study is limited to only faculty of global academy of technology.

II. REVIEW OF LITERATURE

Dr. Tripuraneni Jaggaiah, Dr. T. Balaji, Suganya S (2021) The study, which had been carried out in Bangalore, is founded on both primary and secondary data collected from the natural world. The major sources of the data were different college lecturers and faculty members in India. For the purpose of this study, the effects of stress are recognised and categorised into two aspects. A number of assertions about the impacts of stress are present in each dimension. In order to do this the institution must put into action strategies including fostering a stress-free workplace, increasing public awareness of the negative impacts of stress on people, families, and institutions, and offering stress management programmes.

Khairunesa Isa & Sarala Thulasi Palpanadan (2020) The goal of this study was to identify the key stressors and the level of stress among Malaysian professors. In addition, the link between stressors and lecturers' stress was looked into. This study employed a survey methodology. A questionnaire with four Likert Scales was utilised as the data gathering tool. There were 33 items total in the three sections of the instrument. Six hundred nine respondents in total were picked at random from four public universities in Malaysia. The data were analysed both descriptively and inferentially using SPSS 24.0. Using frequencies and descriptive statistics, the data were analysed.

Inferential statistics were applied to accept or reject the alternative hypothesis. In the event that statistical analysis demonstrates that the significance level is the alternative hypothesis may be accepted or the null hypothesis may be rejected depending on the cut-off value (such as 0.05 or 0.01).

Dr. S. David Amirtha Rajan, R. Meenakshi (2017) This article focuses on how teachers must relate stress and performance at educational institutions, despite the fact that there is a negative relationship between stress and performance.

This article's core framework focuses on stress in general, including its sources, effects, and various ways that stress affects teacher effectiveness. This essay focuses on significant performance-related stressors from the viewpoint of Bangalorean teachers. A survey was used as the primary research method in the current study, which was primarily planned as a normative study. With a sample of 50 faculty members chosen at random, the survey was carried out directly in various educational institutions in Bangalore City, and the stress variables related to those responses were developed. Chi-Square test is used for the study's analysis.

III. DATA AND METHODOLOGY

The research method used in the study is descriptive research design. Primary sources of data include college lectures and faculty at Global Academy of Technology and other colleges. 68 random samples were obtained for data analysis and interpretation using the questionnaire method of data collection. In this study, descriptive statistics were performed for data analysis There was a total of four sections in the questionnaire. Questions relevant to the respondents' fundamental information were asked in the first segment.

The objective of the second session is to understand the factors which contribute for lecturers' stress. The purpose of the next section is to discover how much stress the respondents have encountered. The final part discussed several stress-relieving techniques that can be used.

III. DATA ANALYSIS AND FINDINGS

Analysis 1

Hypothesis 1

Ho = There is no relationship between age of the lecturer and stress level.

H1 = There is a relationship between age of the lecturer and stress level.

Table 1 Relationship between Age and stress level

Age of Respondent	How would you rate the level of your job stress					
	1	2	3	4	5	Total
1	2	5	14	1	3	25
2	0	3	8	1	2	14
3	0	2	6	1	4	13
4	1	1	8	2	3	15
Total	3	11	36	5	12	67

Table 2 x^2 test

	Value	df	p
x^2	6.47	12	0.891
N	67		

Interpretation: From the above table, P = 0.891>0.05, Ho is accepted that is there is no relationship between age of the respondent and stress level.

Analysis 2

Ho = There is no significant relationship between stress and its impact on lecturers work life balance.

H1 = There is significant relationship between stress and its impact on lecturers work life balance.

Table 3 Regression Statistics

REGRESSION STATISTICS	
Multiple R	0.09
R Square	0.01
Adjusted R Square	-0.01
Standard Error	0.24
Observations	68.00

Table 4: ANOVA Table

	df	SS	MS	F	Significance F
Regression	1.00	0.03	0.03	0.56	0.46
Residual	66.00	3.73	0.06		
Total	67.00	3.76			

Table 5: coefficents table

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	0.98	0.10	9.46	0.00	0.78	1.19	0.78	1.19
Work life balance	0.02	0.03	0.75	0.46	-0.03	0.08	-0.03	0.08

Interpretation: The above table shows the results of regression analysis aimed at understanding the connection between work life balance and levels of stress experienced. The r square value is 0.01% there is 1% of impact on work life balance and stress level, The ANOVA table shows that the regression is not significant with the p value of 0.46 greater than 0.05, hence Ho is accepted at 5% level of significance.

Analysis 3

Table 6:confirmatory factor analysis

Factor	Indicator	Estimate	SE	Z	P
1	Do you agree that a stress-free work environment prevents stress-related problems and improves job satisfaction and loyalty, resulting in better work quality?	0.821	0.1127	7.28	<0.01
2	Do you agree that ensuring employees adhere to traditional working hours, avoiding emails or calls after they have left the office, are some ways to achieve a healthy work-life balance?	0.961	0.1064	9.03	<0.01
3	Do you think paid vacation should be considered as a stress-relieving option?	0.687	0.1103	6.23	<0.01
4	Do you think counselling sessions must be added to relieve stress?	0.517	0.1067	4.85	<0.01
5	Do you believe that open communication between superiors and employees can help employees deal with interpersonal stressors and challenges?	0.823	0.0927	8.47	<0.01

Table 7 Fit measures

	RMSEA 90% CI				
CFI	TLI	RMSEA	Lower	Upper	AIC
0.926	0.895	0.04	0.112	0.304	807

Interpretation: The above table depicts the results from CFI which was used to test whether the suggestive measures are good to go. The above CFI value shows that the model is fit since the comparative factor index (CFI) is 0.926 which is above 0.90 which shows that target model is fit and the suggestive measures suggested can be adopted.

FINDINGS

1. Age of the lecturer and stress levels does not have any relationship with each other was revealed from the chi-square test.

2. 44.1% of the response was given for the statement which stated as do you agree that a stress-free working environment prevents stress-related problems and improves job satisfaction and loyalty, resulting in better work quality.

3. From the study it was revealed that 52.9% of the respondents had preferred for having counselling sessions to be added for relieving stress.

4. The confirmatory factor analysis concluded that the suggestive measures can be adopted by the lecturers to reduce stress levels from analysis 3.

IV. CONCLUSION

A good amount of stress is required in every profession to achieve the desired goals and objectives or even to complete the task assigned at right time. When the stress is not handled in a right way then it would lead to some of serious health issues, job dissatisfaction, disturb work life balance. So, identifying and taking necessary steps to help lecturers manage stress is very important. Some of the stress causing factors among lecturers are increase in job responsibilities, stressful working relationships between subordinates or superiors, unsatisfied training opportunities. Addressing the causes of stress in work place can ensure that lecturers are able to provide the highest quality education possible to their students and helps to maintain their mental and physical well-being. Some of the suggestive measures suggested in this paper can be adapted by the institution to manage stress among lecturers.

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