



## THE INFLUENCE OF OCCUPATIONAL STRESS ON THE JOB SATISFACTION OF COLLEGE FACULTY MEMBERS POST COVID 19 PANDEMIC

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### ABSTRACT

The Covid pandemic has entirely changed the way the world functions, enforcing shifts and changes in the way people work and live life. It has also made the virtual way of interaction mandatory. This has affected the teaching community since they have to deliver knowledge virtually. This paper tries to understand the impact of demographic variables on occupational stress and job satisfaction in the times of the pandemic and if occupational stress influenced job satisfaction. Data has been obtained from 82 college faculty members through questionnaire circulated online. The analysis of the same has been carried out using SPSS applying tools like descriptive statistics, ANOVA and Pearson's Correlation. The findings show the demographic factor based difference in occupational stress and job satisfaction. Also, a strong negative correlation between occupational stress and job satisfaction was noticed.

**Keywords:** Stress, Occupational Stress, Job Satisfaction, Teaching Community, Teaching & Learning.



## INTRODUCTION

Round the globe, the novel Covid 19 virus has made all of us encounter the greatest disruptions we never dreamed of. While all the fields and sectors have seen drastic challenges owing to the pandemic, the education sector has been hard hit. The conventional teaching practices and strategies had to be suppressed and the novel method of online or remote teaching had to be opted for the welfare of the students, teachers and parents. This shift in the teaching strategy has drastically affected the learning experiences of students and also the job stress and job satisfaction of teachers.

As far as teaching is concerned, in-person learning was the norm earlier supplemented with online resources. During and post pandemic, online learning is the only option we have been left with. Hence the new normal has influenced the job related stress of teachers and thus their satisfaction towards their job.

## REVIEW OF LITERATURE

**Xiumin Hongetal (2021)** assessed the stressors and job satisfaction among female pre-school teachers during the Covid 19 Pandemic. The study was conducted among 718 female pre-school teachers with children. The results reported that high work load due to the pandemic increased stress and this stress was positively associated with work-family conflict and negatively associated with job satisfaction.

**Suganya & Sankarshwari (2020)** undertook a study on the job satisfaction levels on online teaching among secondary school teachers during Covid 19 Pandemic. The findings of the study revealed that there is significant difference in online teaching and traditional teaching among school teachers. Also, the job satisfaction level of teachers is less in online teaching when compared to traditional teaching.

**A.Chitra (2020)** studied if the additional commitments like online classes influenced the job stress and job satisfaction of teachers. The results showed that the additional commitments during the pandemic increased the level of teachers' stress and there existed significant relationship between job stress and job satisfaction.



**Harish & Prabha (2018)** investigated the factors related to job stress and its satisfaction levels existing among the teachers. For the study, a sample size of 500 was taken and all the respondents were teachers from private and government schools of Chennai. The analysis of the data obtained from the respondents revealed high levels of stress among teachers and the results were similar to that of previous studies. Hence the study suggests that appropriate measures are to be taken by the authorities in order to enhance the productivity of the teaching community.

**Dachen (2017)** investigated the job stress among physical education teachers of Jammu and Kashmir. Data was collected from 333 teachers employed at various schools of Jammu and Kashmir. The work stress questionnaire was used as a research instrument and the data was classified based on gender, locality and the sector they are employed. The results showed that there is no significant difference in the levels of stress undergone based on the gender, area and sector of employment.

**Panchal & Yajurvedi (2018)** undertook a research study on job satisfaction of higher secondary school teachers of Gurgaon region. A sample of 86 teachers from 10 different schools was selected and data was obtained from them. Analysis of the data using independent sample t-test revealed that a few factors mainly determined the job satisfaction of teachers. These factors included salary, working time, professional growth, training and job security.

**Mishra (2016)** made a comparative study between occupational stress and job satisfaction among school teachers. The study mainly aimed at understanding the correlation between job satisfaction and job stress of teachers. Samples of 75 teachers from schools of Varanasi were randomly selected for the study. The results of the study showed significant difference in job satisfaction levels of government, semi-government and private school teachers. Also, a significant negative correlation existed between job stress and job satisfaction. The more the job stress, the less was the level of job satisfaction.

**Veena Getal (2016)** explored the professional stress among faculty members of Mangalore University and suggested that lesser the professional stress, the more teachers will offer resourceful and efficient service to the society. Since certain level of professional stress



was noticed among faculty members, the study suggested that a helpful work environment, equivalent allocation of duties, training programmes to combat professional stress and appropriate relaxation techniques will help avoid occupational stress.

**Savita Gahlawat (2017)** in their study compared the occupational stress and job satisfaction of Government College and private college teachers. Through the study it was concluded that the government college teachers experienced less occupational stress and more job satisfaction in comparison with the private college teachers. A number of factors like salary, less burden, status in the society contributed to this difference in levels of job stress and job satisfaction among private and government college teachers.

## OBJECTIVES OF THE STUDY

1. To study if the level of occupational stress among college faculty members differed based on their demographic profile.
2. To study if the level of job satisfaction among college faculty members differed based on their demographic profile.
3. To evaluate the relationship between job stress and job satisfaction among college faculty members.

## RESEARCH METHODOLOGY

The data for research was collected using a questionnaire which was circulated online during September to November 2021. The questionnaire included Teachers Occupational Stress scale and Minnesota Satisfaction Questionnaire. A sample of 82 faculty members working in different arts and science colleges of Coimbatore was selected based on convenience. SPSS Tools have been used to analyse the data.



## ANALYSIS AND INTERPRETATION

**Table No.1 DEMOGRAPHIC PROFILE OF RESPONDENTS**

Variable		Frequency	Percentage
Gender	Male	29	35.37
	Female	53	64.63
	<b>TOTAL</b>	<b>82</b>	<b>100</b>
Age	Less than 30	15	18.29
	31-40	33	40.24
	41-50	21	25.61
	Greater than 50	13	15.85
	<b>TOTAL</b>	<b>82</b>	<b>100</b>
Income	Less than 10,000	13	15.85
	10,000 to 20,000	37	45.12
	21,000 to 30,000	21	25.61
	Above 30,000	11	13.41
	<b>TOTAL</b>	<b>82</b>	<b>100</b>
Work Experience	Less than 5yrs	14	17.07
	6 to 10 yrs	41	50.00
	11 to 15 yrs	19	23.17
	Greater than 15 yrs	8	9.76
	<b>TOTAL</b>	<b>82</b>	<b>100</b>

### Inference:

Among the respondents, maximum were females and the most of the respondents were of the age group 31-40. Majority of the respondents had an income level of 10,000 to 20,000. Around 50% of the respondents had a work experience of 6-10 years.



**Table No. 2 GENDER AND OCCUPATIONAL STRESS**

ANOVA was used to test if the occupational stress levels and job satisfaction levels varied based on demographic profile.

H0: There is no significant difference in the level of occupational stress based on gender

Ha: There is significant difference in the level of occupational stress based on gender

Gender	N	Mean value	S.D	F Value	Sig.
Male	29	53.44	4.22	12.586	0.001
Female	53	58.62	3.91		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of occupational stress varied based on gender. The mean scores indicate that females experienced more stress compared to males.

**Table No. 3 AGE AND OCCUPATIONAL STRESS**

H0: There is no significant difference in the level of occupational stress based on age

Ha: There is significant difference in the level of occupational stress based on age

Age	N	Mean value	S.D	F Value	Sig.
Less than 30	15	57.21	4.11	8.987	0.001
31-40	33	54.34	4.37		
41-50	21	51.77	3.99		
Greater than 50	13	49.56	4.21		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of occupational stress varied based on age. The mean scores indicate that respondents in the age group less than 30 experienced higher levels of stress than the other age groups.



**Table No. 4 INCOME AND OCCUPATIONAL STRESS**

H0: There is no significant difference in the level of occupational stress based on income level

Ha: There is significant difference in the level of occupational stress based on income level

Income	N	Mean value	S.D	F Value	Sig.
Less than 10,000	13	55.69	4.32	9.248	0.000
10,000 to 20,000	37	43.84	4.19		
21,000 to 30,000	21	45.54	2.86		
Above 30,000	11	42.15	3.45		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of occupational stress varied based on income level. The mean scores indicate that respondents earning less than 10,000 experienced higher levels of stress than the others.

**Table No. 5 WORK EXPERIENCE AND OCCUPATIONAL STRESS**

H0: There is no significant difference in the level of occupational stress based on work experience

Ha: There is significant difference in the level of occupational stress based on work experience

Work experience	N	Mean value	S.D	F Value	Sig.
Less than 5yrs	14	52.69	4.23	9.634	0.000
6 to 10 yrs	41	51.34	3.95		
11 to 15 yrs	19	44.67	3.52		
Greater than 15 yrs	8	42.69	2.96		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of occupational stress varied based on work experience. The mean scores indicate that respondents earning less than 10,000 experienced higher levels of stress than the others.

**Table No. 6 GENDER AND JOB SATISFACTION**

H<sub>0</sub>: There is no significant difference in the level of job satisfaction based on gender

H<sub>a</sub>: There is significant difference in the level of job satisfaction based on gender

Gender	N	Mean value	S.D	F Value	Sig.
Male	29	59.44	4.72	10.521	0.001
Female	53	64.62	4.12		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of job satisfaction varied based on gender. The mean scores indicate that females were highly satisfied with their jobs compared to males.

**Table No. 7 AGE AND OCCUPATIONAL STRESS**

H<sub>0</sub>: There is no significant difference in the level of job satisfaction based on age

H<sub>a</sub>: There is significant difference in the level of job satisfaction based on age

Age	N	Mean value	S.D	F Value	Sig.
Less than 30	15	55.65	4.32	8.726	0.001
31-40	33	49.58	4.25		
41-50	21	58.11	3.78		
Greater than 50	13	61.23	4.63		





**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of job satisfaction varied based on age. The mean scores indicate that respondents in the age group greater than 50 experienced higher levels of job satisfaction than the other age groups.

**Table No. 8 INCOME AND OCCUPATIONAL STRESS**

H0: There is no significant difference in the level of job satisfaction based on income level

Ha: There is significant difference in the level of job satisfaction based on income level

Income	N	Mean value	S.D	F Value	Sig.
Less than 10,000	13	47.31	4.42	12.327	0.000
10,000 to 20,000	37	52.39	3.96		
21,000 to 30,000	21	39.21	4.36		
Above 30,000	11	61.35	2.25		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of job satisfaction varied based on income level. The mean scores indicate that respondents earning above 30,000 experienced higher levels of job satisfaction than the others.

**Table No. 9 WORK EXPERIENCE AND OCCUPATIONAL STRESS**

H0: There is no significant difference in the level of occupational stress based on work experience

Ha: There is significant difference in the level of occupational stress based on work experience



Work experience	N	Mean value	S.D	F Value	Sig.
Less than 5yrs	14	48.33	4.67	11.582	0.000
6 to 10 yrs	41	56.41	4.28		
11 to 15 yrs	19	61.32	4.56		
Greater than 15 yrs	8	51.41	3.72		

**Inference:**

The significance value being less than 0.01, we could reject the null hypothesis at 1% significance level. Hence the level of job satisfaction varied based on work experience. The mean scores indicate that respondents with greater than 15 years of work experience had higher levels of job satisfaction than the others.

**Table No. 10 OCCUPATIONAL STRESS AND JOB SATISFACTION**

Pearson’s Correlation is used to assess if a relationship exists between occupational stress and job satisfaction.

H0: There is no relationship between occupational stress and job satisfaction

Ha: There is relationship between occupational stress and job satisfaction

Occupational Stress	Pearson Correlation	-0.592
&	Sig.(2-tailed)	0.000
Job Satisfaction	N	82

**Inference:**

The significance value being less than 0.01, we can reject null hypothesis at 1% significance level. Hence there exists a relationship between occupational stress and job satisfaction. The Pearson Correlation being -0.592 shows that there is high negative correlation between occupational stress and job satisfaction. Hence higher the level of occupational stress, lesser is the level of job satisfaction.



## FINDINGS

The paper aimed at understanding the levels of occupational stress and job satisfaction among college teachers post the Covid Pandemic. An attempt was made to understand if the demographic features influenced occupational stress and job satisfaction and if occupational stress and job satisfaction were related. The data analysis results show that levels of both occupational stress and job satisfaction differed based on the gender, age, income level and work experience of college faculty members. The correlation results indicate that occupational stress and job satisfaction are negatively correlated.

## CONCLUSION

Owing to the pandemic, the conventional teaching practices have seen a great change and internet enabled electronic gadgets have become the major learning resource. This has impacted the job patterns of the teaching fraternity. This work has been a step to study if all these above changes have caused occupational stress and hence a change in job satisfaction levels. The results of the work confirm the existence of occupational stress and its negative influence on job satisfaction. Hence, appropriate measures to combat stress among teaching community will keep them satisfied with their jobs and this will in turn enhance their deliverables to the student community

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