

ANALYTICAL STUDY OF OCCUPATIONAL STRESSORS ALONG WITH FEMALE FACULTY MEMBERS IN PRIVATE HIGHER EDUCATIONAL INSTITUTIONS OF MEERUT CITY: A FACTOR ANALYSIS

Abstract

The objective of this paper was to assess the various occupational stressors of female faculty members of private higher educational institutions of Meerut city. However, both males and females working in these institutions faced stress, but the stress is more vibrant for females due to crucial family roles and responsibilities. The researcher had explored a total of twenty-one (21) variables or the occupational stressors related to the female faculty members of private higher educational institutions of Meerut City. Many people worked in these institutions and faced a certain level of stress especially the females. So the study was practically viable from their perspective. The research was highly original, being empirical, and primarily the primary data was used to collect the responses.

Keywords: Occupational Stressors, Private Institutions, Female Faculty Members, Factor Analysis

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I. INTRODUCTION

Stress is a burden or pressure faced by an individual that distracts him emotionally, physically, and psychologically. Today's age of 'Competitive Environment' is not only related to the comfort zone with numerous artificial and physical but encounters infinite problems and burden on the human body and mind. Stress is the talk of the town nowadays. It is creating a hindrance for all of the socio-economic groups of the society at a great level and visible in all the human beings (Sindhu, 2014).

Higher education in India has been categorized into 'Private' and 'Public or Government.' The stress is more evident and prominent in private higher educational institutions. The primary occupational stressors of the teaching fraternity of higher education are the unpleasant environment in the class and other unrelated academic and nonacademic sort of activities (Srivastava & Shukla, 2015).

Immense cutthroat competition in the higher education industry has increased the stress level among the faculty members and motivated the researchers (Chaudhry, 2013). Especially the female faculty members in these private institutions feel highly stressed as they have to undergo a work-life balance there. Meerut city in western UP is one of the most significant higher education domains with one state university, three private universities, one agricultural university, and numerous affiliated private technical institutions offering professional programs. They employ a large pool of academicians, but the problem is that the faculty members face severe occupational stress, which has been caused due to an infinite number of stressors in these institutions, which directly or indirectly hamper their academic excellence and family.

II. LITERATURE REVIEW

Various researchers have already conducted studies related to the significant occupational stressors of faculty members at the national and international levels. The major highlights of some of the relevant studies about the current research are as follows:

1. **Akbar & Naseem (2012)** conducted a general study related to academic stress and proposed that private academicians experience more stress than public sector academicians. They also focused on some concrete associations among age, gender, designation, education, etc., with the overall stress. In their study, they reveal the major occupational stressors and their preference as per the responses from the respondents. These stressors have been highly purposeful for the conduction of this research.
2. **Suganthi & Lakshmi (2013)**, in their study, reveal that major occupational stressors are less staff in the institutions, lack of cooperation among the faculty members. These stressors lead to depression, anger, blood pressure, sleeping disorder, etc.; among the faculty members, socio-economic life has been adversely affected. Furthermore, workload and stress are directly affected.
3. **Indoo Singh (2014)** emphasized various occupational stressors (medical and engineering college faculties) categorized in various groups and subgroups. She furthermore

advocates for collective efforts of management and faculty members to reduce the overall effect of these occupational stressors. This study has been excellent support for exploring the various factors for this research paper.

4. **Shivani & Krishnan (2019)** proposed that tension exists among faculties in Himachal Pradesh at all types of higher academic institutes. The occupational stressors among their respondents were delays or inconsistencies in payment of salaries, workload, insufficient monetary compensation, too much subject matter to be taught, and excessive work hours. Nonetheless, the minor causes of stress among faculty members were the poor attitudes of students towards classroom tasks and assignments, unfavorable students to staff ratios, position disputes, study and publications, promotion requirements, poorly ventilated office, administrative problems, and lack of instructional facilities.
5. **Babita Kumari (2019)** has emphasized some of the areas where the institution's authorities focus their attention towards reducing the complexities regarding the stress of faculty members by giving appropriate priorities for establishing their institutions.
6. **C. Naga Ganesh (2020)** conducted a similar type of study and portrayed that stress in teaching faculties of higher educational institutions has been the general phenomenon nowadays due to the involvement of these faculty members in various other duties and responsibilities part from the academic profiles. Faculty members are also worried about their career growth, research orientation, and problems they face because of role ambiguity.

Overall, a faculty member's job in these higher education institutions is not easy nowadays as competition is rising consistently.

The above studies have been highly important for exploring the various occupational stressors related to female faculty members of private higher educational institutions, but these occupational stressors are vast in number to be considered. Hence, there is an immense need to study these stressors in a manageable proportion, especially in a city like Meerut, predominantly a higher education hub in western UP.

III. OBJECTIVES

The two primary objectives of the research are as follows:

- To investigate the variety of occupational stressors related to female faculty members in private HEI's of Meerut City.
- To pull out the primary underlying occupational stressors of female faculty members in private HEI's of Meerut city.

IV. METHODS AND MATERIALS

In the early phase, secondary data (research papers) had been explored to ascertain the various occupational stressors (variables or attributes) related to the female faculty members of private higher educational institutions (HEI). Some factors were also determined after discussion with known faculty members (respondents) from the sample itself. 100

responds taken who were the female faculty members of private higher educational institutions of Meerut City (IIMT University, Shobhit University, Subharti University, MIET, Vidya Knowledge Park, Pt. DDUMC, and DVSGI). Female faculty members at higher positions like Directors, Deans, ProVC, Registrar, DSW, etc., had been excluded through 'Academic Coordinators and HOD's' were included in the research.

V. DATA ANALYSIS & INTERPRETATION

1. Total occupational stressors (variables) explored

Table 1: Occupations Stressors Identified		
S. No	Variable Name	Variable Details
1	GWP	Groupism & Work Politics
2	RAB	Role Ambiguity & Biasness
3	AWL	Abundance Work Load
4	IRI	Inadequate Resources & Infrastructure
5	PIR	Poor Interpersonal Relationship
6	LRI	Low Rewards & Increments
7	APCS	Absence of Promotion & Career Succession
8	UDO	Unrealistic Deadline Obligation
9	UTAP	Unrelated Tasks & Admission Pressure
10	OJI	Overall Job Insecurity
11	USD	Unreasonable Salary Deduction
12	DSP	Discrimination in Salaries & Payout
13	IWLC	Imbalance Work life Conditions
14	WHW	Working on Holidays & Weekends
15	ROTWS	Regular Overtime Work Schedule
16	DWC	Dissatisfactory Working Conditions
17	UWE	Unhealthy Working Environment
18	CCS	Consistent Conflicts with Seniors
19	UPS	Untimely payment of Salaries
20	NALU	No Academic Leaves for Up gradation
21	ERCCW	Excessive Reporting, Clerical & Calling Work

Source: Author's own tabulation on the basis of Secondary data.

2. Extraction of Communalities

Table 2: Communalities		
Variables	Initial	Extraction
Groupism & Work Politics	1.000	.925
Role Ambiguity & Biasness	1.000	.823
Abundance Work Load	1.000	.777
Inadequate Resources & Infrastructure	1.000	.827
Poor Interpersonal Relationship	1.000	.884
Low Rewards & Increments	1.000	.804
Absence of Promotion & No Career Succession	1.000	.852
Unrealistic Deadline Obligation	1.000	.777
Unrelated Tasks & Admission Pressure	1.000	.901
Overall Job Insecurity	1.000	.752
Unreasonable Salary Deduction	1.000	.863
Discrimination in Salaries & Payout	1.000	.967
Imbalance Work life Conditions	1.000	.800
Working on Holidays & Weekends	1.000	.873
Regular Overtime Work Schedule	1.000	.866
Dissatisfactory Working Conditions	1.000	.954
Unhealthy Working Environment	1.000	.825
Consistent Conflicts with Seniors	1.000	.827
Untimely payment of Salaries	1.000	.825
No Academic Leaves for Up gradation	1.000	.735
Excessive Reporting, Clerical & Calling Work	1.000	.617
Extraction Method: Principal Component Analysis.		

Source: SPSS output on the basis of Primary data.

3. Component Matrix

Table 3: Component Matrix						
Variables	Component					
	1	2	3	4	5	6
Groupism & Work Politics	-.324	.009	-.057	-.722	.102	-.534
Role Ambiguity & Biasness	.674	.554	-.001	-.079	.110	-.208
Abundance Work Load	.601	.589	.197	.119	.119	-.033
Inadequate Resources & Infrastructure	.705	.261	-.149	-.263	-.061	.408
Poor Interpersonal Relationship	-.605	.550	-.058	-.018	.447	.110
Low Rewards & Increments	-.113	-.079	.837	.152	-.039	.244

Absence of Promotion & No Career Succession	-.695	.513	-.056	-.070	.302	.080
Unrealistic Deadline Obligation	.766	.261	-.232	.157	.129	-.162
Unrelated Tasks & Admission Pressure	-.648	.545	-.027	-.042	.386	.182
Overall Job Insecurity	.531	.644	.231	-.022	.003	-.046
Unreasonable Salary Deduction	.681	.201	-.139	-.323	-.137	.467
Discrimination in Salaries & Payout	-.501	.685	-.174	.195	-.423	-.019
Imbalance Work life Conditions	.646	.382	.484	-.014	-.030	.044
Working on Holidays & Weekends	-.703	.543	-.023	-.097	.193	.189
Regular Overtime Work Schedule	.231	-.205	-.563	.670	-.033	.061
Dissatisfactory Working Conditions	-.476	.681	-.182	.155	-.455	.005
Unhealthy Working Environment	.571	.536	.277	.211	.113	-.278
Consistent Conflicts with Seniors	-.377	-.142	.507	.608	.156	-.116
Untimely payment of Salaries	-.482	.599	-.109	.174	-.411	-.152
No Academic Leaves for Up gradation	.718	.344	-.269	.085	.094	-.114
Excessive Reporting, Clerical & Calling Work	.200	-.114	-.384	.316	.563	.028
Extraction Method: Principal Component Analysis.						
Total 6 components extracted.						

Source: SPSS output on the basis of Primary data.

4. Total Variance Explained:

Table 4: Total Variance Explained									
Component	Initial Eigen values			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.731	32.054	32.054	6.731	32.054	32.054	4.868	23.181	23.181
2	4.327	20.604	52.657	4.327	20.604	52.657	3.753	17.871	41.053
3	2.079	9.901	62.558	2.079	9.901	62.558	2.915	13.881	54.934
4	1.842	8.771	71.329	1.842	8.771	71.329	2.324	11.065	65.999
5	1.473	7.016	78.345	1.473	7.016	78.345	2.031	9.669	75.668
6	1.024	4.874	83.219	1.024	4.874	83.219	1.586	7.551	83.219
7	.667	3.178	86.397						
8	.531	2.530	88.927						
9	.394	1.876	90.802						
10	.353	1.681	92.484						
11	.283	1.346	93.830						
12	.252	1.200	95.029						
13	.213	1.015	96.044						
14	.191	.908	96.952						
15	.166	.788	97.740						
16	.143	.682	98.422						
17	.117	.557	98.979						
18	.090	.428	99.408						
19	.080	.381	99.788						
20	.034	.160	99.949						
21	.011	.051	100.000						
Extraction Method: Principal Component Analysis.									

Source: SPSS output on the basis of Primary data.

1. Component Score Covariance Matrix:

Table 5: Component Score Covariance Matrix						
Component	1	2	3	4	5	6
1	1.000	.000	0.000	0.000	0.000	0.000
2	.000	1.000	.000	0.000	0.000	0.000
3	0.000	.000	1.000	0.000	0.000	0.000
4	0.000	0.000	0.000	1.000	.000	.000
5	0.000	0.000	0.000	.000	1.000	0.000
6	0.000	0.000	0.000	.000	0.000	1.000

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.
Component Scores.

Source: SPSS output on the basis of Primary data.

VI. RESULTS AND DISCUSSIONS

The second objective of this research was to determine and to extract the underlying basic factors responsible for occupational stress among the respondents. Hence the 'Rotated Component Matrix' as a part of SPSS output had been obtained.

Table 6: Rotated Component Matrix						
Variables	Components					
	1	2	3	4	5	6
Groupism & Work Politics	-.159	.157	-.008	-.024	-.024	-.935*
Role Ambiguity & Biasness	.850*	-.051	.002	.242	.149	-.127
Abundance Work Load	.860*	.035	.013	.136	-.023	.131
Inadequate Resources & Infrastructure	.442	-.128	-.129	.758*	.022	.154
Poor Interpersonal Relationship	-.013	.912*	.172	-.131	.041	-.062
Low Rewards & Increments	.047	.021	-.147	-.302	-.774*	.298
Absence of Promotion & No Career Succession	-.119	.852*	.280	-.129	-.019	-.126
Unrealistic Deadline Obligation	.685	-.247	-.116	.205	.428	.091
Unrelated Tasks & Admission Pressure	-.067	.918*	.207	-.091	-.036	-.035
Overall Job Insecurity	.824*	.043	.117	.201	-.132	.013
Unreasonable Salary Deduction	.356	-.169	-.119	.819*	-.043	.150
Discrimination in Salaries &	.020	.368	.909*	-.045	.006	.046

Payout						
Imbalance Work life Conditions	.772*	-.162	-.097	.161	-.360	.115
Working on Holidays & Weekends	-.145	.841*	.352	-.039	-.117	-.071
Regular Overtime Work Schedule	-.066	-.279	.061	-.071	.686	.552
Dissatisfactory Working Conditions	.015	.345	.913*	.009	-.010	.037
Unhealthy Working Environment	.898*	-.062	.032	-.107	-.004	.041
Consistent Conflicts with Seniors	-.074	.109	-.034	-.793	-.245	.345
Untimely payment of Salaries	.027	.281	.850*	-.144	-.011	-.048
No Academic Leaves for Up gradation	.670	-.176	-.043	.290	.409	.059
Excessive Reporting, Clerical & Calling Work	.084	.153	-.401	-.076	.600	.247

Source: SPSS output on the basis of Primary data.

- 1. Interpretation:** The cutoff point was taken as 0.75 and finally 16 variables* were extracted in all as indicated in Table 6. All the variables which were appearing under one component had not been repeated in the subsequent component.

As a final outcome, the six major underlying factors are as follows:

- **FACTOR 1** comprises of ‘Role Ambiguity & Biasness’, ‘Abundance Work Load’, ‘Overall Job Insecurity’, ‘Imbalance Work Life Conditions’ and ‘Unhealthy Working Environment’.
- **FACTOR 2** comprises of ‘Poor Interpersonal Relationship’, ‘Absence of Promotion & Career Succession’, ‘Unrelated Tasks & Admission Pressure’ and ‘Working on Holidays & Weekends’.
- **FACTOR 3** comprises of ‘Discrimination in Salaries & Payout’, ‘Dissatisfactory Working Condition’ and ‘Untimely Payment of Salaries’.
- **FACTOR 4** comprises of ‘Inadequate Resources & Infrastructure’ and ‘Unreasonable Salary Deductions’.
- **FACTOR 5** is ‘Low Rewards and Increments’
- **FACTOR 6** is ‘Groupism & Work Politics’

VII. CONCLUSION

The present study precisely and prudently stated that female faculty members of private higher educational institutions feel severe stress in their jobs. The total numbers of occupational stressors are comparatively more for them as compared to the government higher educational institutions. The researcher through the study of secondary data has explored total twenty one occupational stressors for female faculty members. The industry has emerged more and more competitive nowadays demanding enhanced productivity in all parameters but the presence of certain stressors make the resultant impact negative in these institutions. Findings has revealed some fundamental stressors like ‘Poor Working

Conditions', 'Unjustified and Unreasonable Work', 'Salary Related issues', 'Absence of Motivational factors for Job', 'Lack of Cooperation & Coordination among employees' and 'Groupism and Work Politics' for the female faculty members, however respondents have been reluctant to provide the responses and they have requested for not revealing their identity. Eventually it has been suggested that for the betterment of their institutions, the management and authorities must work out some implementable strategies for reducing these stressors and treat the faculty members as true academicians and researchers.

VIII. LIMITATIONS AND SCOPE FOR FUTURE RESEARCH

Primary limitation of this research is making use of convenience sampling for collecting primary data. Secondly, the respondents are bit reluctant to offer the responses regarding their workplace, hence the questions related to the demographic profile have been ignored. Lastly, the time frame to conduct this study has been highly limited. Furthermore there is an immense scope for future research in this domain as higher education industry is growing day by day and especially the private universities. This research can even be conducted in other higher educational hubs taking more variables under consideration which have been emerged especially after the pandemic (COVID-19).

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