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**A STUDY ON EMPLOYEE STRESS MANAGEMENT IN
PRIVATE AND AIDED COLLEGES**

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Keywords

*Stress, Faculty,
Job stress,
Managing stress,
Work life balance*

Abstract

The biggest killer of human functioning is stress. Stress is a common and unavoidable psychological phenomenon in human life. Every individual has their own stress. There will be family life stress, occupational stress, social stress etc. Every job has its own stress factors. Nowadays in this modern scenario, teaching is considered as one of the most stressful job. Teaching in a private institution gives more stress to the faculty as it may not give a job security as a Government teacher. More over private college teachers have to satisfy not only the academic needs of the students but also the demanding needs of the management. The objectives of the study are to know various causes of stress among private college faculty in colleges and to identify the various stress management activities followed by the teachers for minimizing their stress. The data was collected from primary sources by issuing questionnaire to 100 faculty of private college and Aided college. Hence, the study concluded that faculty face stress in managing personal life with job and steps taken to reduce the stress.



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1. INTRODUCTION

Teaching is considered as the most blessed though challenging profession. Teachers are dealing with students and plays a vital role in moulding future generation. Teaching profession involves dealing with not only academic growth but also emotional, psychological, sociological balance of their students. They have to play a role of a parent, academic guide, mentor and a counsellor to their students. As teachers are highly involving with the human beings who are very sensitive in nature, they have to be more cautious. As already mentioned, teaching is the most challenging profession and involves stress. As teachers have to play a multidimensional role, involves very high stress level. Teacher stress is considered as real phenomenon. Stress could simply be defined as an unpleasant emotion, which arises when people worry that they could not cope with excessive pressures or other types of demand placed upon them. Few had exhaustively defined teacher stress as a response to negative effect such as anger or depression by a teacher, usually accompanied by potentially pathogenic, physiological and biochemical changes resulting from aspects of the teacher's job. Nowadays teaching does not just dealing with students and their development. They have to full fill the demanding needs of the management of the institutions they are working for. The working with the concept has been changed to increase in the private institutions. This paper deals with the study of various factors causing the stress among private college teachers and the stress management techniques used by them.

2. OBJECTIVE OF THE STUDY

1. To know the various causes of stress for faculty
2. To explore the promotion related stress prevalent among Experienced and Newly Joined teachers.
3. To find out the stress related to covering the academic material within the allotted time among male and female teachers.
4. To examine the stress related to disruptive behaviour of students among male and female teachers.
5. To assess the level of work stress between experienced and newly joined teachers.
6. To analyze the level of job satisfaction of the teachers.

3. REVIEW OF LITERATURE

(Gabha, 2013) Work stress is the real challenge Teachers College and the institutions they work for to. The Foundation and transforming their work environment, the kind of problems that may stress faced by teachers. It is important that your workplace is being monitored continuously for stress problems. Therefore, in this paper, we have discussed about the various career pressures between engineering colleges in the state of Punjab, India



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(Chowdhury, 2012) Faculty members at the university in Pakistan is witnessing a moderate level of tension and the majority response (67%) from the tension is not a big problem in the classification of more participants in the male and faculty members are female and supports the results of the previous table, it shows a moderate level of tension and male (70%) and females (63%) do not take tension as a big problem. According to a very small number of participants of both sexes that stress is a real problem for them.

(Chaudhry Abdul Gayoom, 2012) Pearson correlation is applied to test the importance of the relationship between job satisfaction and overall professional stress faculty members in the universities. In accordance with the table's statistics, there are no statistically significant differences between job satisfaction and professional stress and found the overall relationship. Results lead to the rejection of any Ho1. The depth of the relationship between various demographic variables analysis may reveal a statistically significant relationship between related items.

Brewer and Landers (2003) In their study, they found that "the relationship between work and job and technical teacher education workers'. They took random techniques for sampling of teachers from industrial and technical teachers. They had found that inverse relationship between the structure of organization and work pressure which related. They conclude stress is the main factor that affect the level of job satisfaction.

Pestonjee and Azeem (2001) conducted a study on "Research on the Pressure of Organizational Role of University Teachers' Job Burnout ". The research study consisted of (N = 300) university teaching faculty of professors, which have been categorized into three groups of 100 each. Outcomes of the research study show that the controlling role of stress is closely linked Job Tension among teachers (lecturers and professors and readers). Lecturers have an upper level of the role of stress in comparison with their counterparts from the other two. Professors were found to have less than the level of stress and fatigue compared with the amount of readers and lecturers. So deep analysis helped the researchers concluded that a different group of teachers has predicted different levels of fatigue and stress function vary from experienced and demographics.

The universities' performance evaluation criteria for junior faculty members are usually demanding in terms of aggressive demands for quantity and quality of publications, scant time allowance, and volatile evaluation standards (i.e., the Publish or Perish policy), making research stress prevalent among university junior faculty members (Miller et al.,

2011; Johann, 2022).

4. STATEMENT OF PROBLEM

Occupational Stress occurs when workers perceive an imbalance between their capability and resources to meet these demands. It is that which derives from conditions in the workplace. Occupational Stress, in particular, is the inability to cope with the pressures of a job.



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5. RESEARCH METHODOLOGY

Convenient sampling technique was used to select the units for study. Convenience sampling is a non-probability sampling technique where subjects are selected because of their convenient accessibility and proximity to the researcher. The research made use of primary data, which was collected using structured questionnaire distributed to the 100 respondents.

LIMITATIONS:

- Time constraint.
- The sample size was limited to 50 faculty.
- The Respondent's opinion could be biased because it was issued through Principal.
- The study was a one-time cross-sectional study; presence of any immediate stressor may just alter the study result
- Work- family conflict, work atmosphere, Stress among private and government teachers which are considered as important controlling factor in various studies have not included here due to limited time frame of the study.

6. FINDINGS:

- Faculty face stress mainly in other than teaching work.
- Found that different department will organise certain fest li ayudha pooja and Holi for refreshment.
- Found that subject turnover takesplace for faculty to learn new subjects and keep them active.
- Found some students are arrogant in class and proper actions are taken against that to avoid faculty stress.
- Faculty were stressed out because of office and promotional activities.
- Found that incentives were not given on the performance basis rather only on experience base
- Less hike in salary even for more experienced faculty.
- Faculty are not provided with proper leaves other than one Casual leave.
- They are not encouraged with vocational refreshments, outreach programmes or faculty trip or lunch.
- They are facing trouble in career growth opportunities, even if provided they are with T & C.
- Also found that job satisfaction is neutral among faculty.

7. SUGGESTIONS:

- Suggested for faculty to make time and concentrate on enriching their knowledge by participating in Seminar, Workshop & Conferences.
- Suggested to concentrate on career growth.



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- Suggested for management to help faculty in work life balance and manage their stress
- Suggested to organise training sessions, refreshments and outreach programs for faculty.

8. AUTHOR(S) CONTRIBUTION

The writers affirm that they have no connections to, or engagement with, any group or body That provides financial or non-financial assistance for the topics or resources covered in this Manuscript.

9. CONFLICTS OF INTEREST

The authors declared no potential conflicts of interest with respect to the research, authorship, And/or publication of this article.

10. PLAGIARISM POLICY

All authors declare that any kind of violation of plagiarism, copyright and ethical matters will Take care by all authors. Journal and editors are not liable for aforesaid matters.

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