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## Occupational stress among professors of state universities: A review

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### Abstract

Adulthood refers to the period of the lifespan between young adulthood and old age. This period lasts from 20 to 40 years. This stage is full of responsibilities, establishing relationship and regulation with the family members. This stage undergoes demanding and challenging professional life. Education is the process of tutoring aimed to develop the knowledge skills, attitude or character of individuals for preparing them to live in a meaningful way. Occupation is one of the important part of our life which sometimes cause stress due to many reasons. Due to the competitive nature of the job environment, most of the people in the world are spending their time on job related work purposes resulting in ignoring the work and life. Usually people are more worried about the result of their work that can even disturb the way they indulge other people and how they communicate with their peers. The aim of this review paper is to explore what are the reasons which cause occupational stress among professors.

**Keywords:** Occupational stress, adulthood, education

### Introduction

Adulthood, the period in the human lifespan in which full physical and intellectual maturity have been attained. Adulthood is commonly thought of as beginning at age 20 or 21 years. Middle age, commencing at about 40 years, is followed by old age at about 60 years.

Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous. Stress is your body's reaction to a challenge or demand. In short bursts, stress can be positive, such as when it helps you avoid danger or meet a deadline. But when stress lasts for a long time, it may harm your health. Stress is a normal feeling. There are two main types of stress:

- **Acute stress:** This is short-term stress that goes away quickly. You feel it when you slam on the brakes, have a fight with your partner, or ski down a steep slope. It helps you manage dangerous situations. It also occurs when you do something new or exciting. All people have acute stress at one time or another.
- **Chronic stress:** This is stress that lasts for a longer period of time. You may have chronic stress if you have money problems, an unhappy marriage, or trouble at work. Any type of stress that goes on for weeks or months is chronic stress. You can become so used to chronic stress that you don't realize it is a problem. If you don't find ways to manage stress, it may lead to health problems.

An occupational stress is any power that impules a psychological or physical influence behind its range of solidity, producing a strain within the individuals. Stress in teaching is a constant issue of concern for those tangled in education. Teacher stress is defined as experiences in teachers, of unpleasant, negative emotions such as anger, frustration, anxiety, depression and nervousness, resulting from some aspect of their work as teachers (Kyriacou, 2001) [7]. Occupational stress is a term used to define ongoing stress that is related to the workplace. The stress may have to do with the responsibilities associated with the work itself, or be caused by conditions that are based in the corporate culture or personality conflicts. As with other forms of tension, occupation stress can eventually affect both physical and emotional well-being, if not managed effectively.

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### Relationship between occupational stress and professors

Occupational stress is psychological stress related to one's job. Occupational stress often stems from pressures that do not align with a person's knowledge, skills, or expectations. Job stress can increase when workloads are excessive. Occupational stress can occur when workers do not feel supported by supervisors or coworkers, feel as if they have little control over work processes, or find that their efforts on the job are incommensurate with the job's rewards (WHO, 2015) [19]. Occupational stress is a concern for both employees and employers because stressful job conditions are related to employees' emotional well-being, physical health, and job performance (Sulsky, L. & Smith, C., 2005) [15].

Teaching profession inhabits significant role in society. Teachers are considered as the creators of leaders, scientists, philosophers, advocates, politicians and administrators. Teacher is the principle means for implementing all educational programmes of the organizations of educations. The teacher must be aware of his clear role to build up the nation. Teachers are over burdened with regular teaching load. Occupational satisfaction is a necessary condition for a healthy growth of teacher's personality. A teacher at present has a vulnerable position. College teachers protest that they are not paid enough. The importance of pay or a factor in occupational has been greatly over emphasized.

Professors are also over burdened with regular teaching work, administrative work, research work and many other non-teaching work. With the changing socio-economic scenario and increasing unemployment, the values of teacher and their professional concerns associated with the job have undergone a change, increasing stresses and hassles of teachers. Today everybody is concerned with education because if there is no education than no employment. This will give pressure to teachers and ultimately gives them stress.

### Factors causes occupational stress

**General well-being:** Well-being is a positive outcome that is meaningful for people and for many sectors of society, because it tells us that people perceive that their lives are going well. Tracking these conditions is important for public policy. However, many indicators that measure living conditions fail to measure what people think and feel about their lives, such as the quality of their relationships, their positive emotions and resilience, the realization of their potential, or their overall satisfaction with life (Diener, 2009) [3].

**Organizational climate:** "A set of measurable properties of the perceived work environment, directly or indirectly, created by individuals who live and work in that environment and that influences the motivation and behaviour of people." The organizational climate affects productivity, motivation and employee behavior. The climate is represented by the attributes, feelings, and social processes experienced by people within an organization. Aspects of climate that influence performance of specific sets of behaviors and outcomes can be measured, such as the climate for safety and the climate for innovation.

**Self- efficacy:** Self-efficacy is an individual's belief in their innate ability to achieve goals. Albert Bandura, 1982 [1] defines it as a personal judgment of "how well one can execute courses of action required to deal with prospective situations". Expectations of self-efficacy determine whether an individual will be able to exhibit coping behavior and how

long effort will be sustained in the face of obstacles (Stajkovic and Luthans, 1998) [13]. Self-efficacy is directly related to job satisfaction and profession (Judge and Bano, 2001) [4]. Individuals who have high self-efficacy will lead to successful outcomes, whereas those with low self-efficacy are likely to cease efforts early and fail.

**Occupational aspirations:** Occupational aspirations are the thoughts, feelings, fantasies and goals that people have about their work, that affects their motivation and decision making in respect of their occupational choice and subsequent participation in their occupation. Occupational aspirations are individuals' expressed career related goals or choices that affects their motivation and decision making in respect of their occupational choice and subsequent participation in the occupation.

**The Pupils:** The Pupils Lack of co-operation from pupils, racial problems, pupils using bad language, pupil answering back, verbal abuse from pupils towards staff and attitude of pupils towards authority, attack on pride by discourteous students. From the outside teaching seems all together a different job with summer vacations, winter vacations and spring breaks. But considering everything that a teacher has to go through everyday all these days off do not do much to get a teacher back in the right frame of mind. A sensible teacher must know where to draw a line to prevent his social and personal life from being absorbed by his professional life. Though it is very difficult to leave the stresses of the school in the office and not let it affect their personal life, but there are methods which can help a teacher to reduce these effects.

### Effects of occupational stress on professors

resulting from the appraisal of one's job or job experience. Occupational stress can lead to three types of strains: behavioral (e.g., absenteeism), physical (e.g., headaches), and psychological (e.g., depressed mood) (Burns *et al.*, 2016) [2]. Job stress has been linked to a broad array of conditions, including psychological disorders (e.g. depression, anxiety), job satisfaction, maladaptive behavior (e.g. substance abuse) (Naghieh, 2015) [9].

Stressful job conditions can also lead to poor work performance, counterproductive work behavior, (Meier and Spector, 2013) [8] higher absenteeism, and injury. Chronically high levels of job stress diminish a worker's quality of life and increase the cost of the health benefits the employer provides. A study of short haul truckers found that high levels of job stress were related to increased risk of occupational injury.

Occupational stress accounts for more than 10% of work-related health claims (Ruotsalainen, 2015) [1]. Many studies suggest that psychologically demanding jobs that allow employees little control over the work process increase the risk of cardiovascular disease. Research indicates that job stress increases the risk for development of back and upper-extremity musculoskeletal disorder (Sauter, 1997) [12] tress at work can also increase the risk of acquiring an infection and the risk of accidents at work.

### Review of Literature

Weniggarden *et al.* (2004) [18] found a significant and negative relationship between occupational stress and job satisfaction. Further results depict that psychological burnout leads to job dissatisfaction, negative attitudes towards the self, life in general and finally emergence of behaviors such as withdrawal from the job, absence, and quitting the job.



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