International Journal of Latest Engineering and Management Research (IJLEMR)
ISSN: 2455-4847
www.ijlemr.com || Volume 03 - Issue 04 || April 2018 || PP. 16-25

An Empirical Study of Stress Management Among Faculties of Private Engineering Colleges- A case study in Balasore District

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Abstract: Stress is unavoidable associated thing in organizational life. The nature of work in organization has gone drastic change in modern days. It has affected organization and all profession including educator who are responsible for building human asset for society, organization and nation. A stress free faculty member of engineering college can perform duty efficiently and effectively.This study has tried to assess the level of stress, factor of behavioral changes due to stress, job factor which creates stress, factor for ill effect on job performance, source of moral support and coping strategy to reduce and manage stress among teaching employees of private engineering colleges in Balasore District. Data collection has been done from teaching faculty members from engineering colleges. Data analysis has been conducted using various statistical tools and the hypotheses were tested using quantitative techniques primarily ANOVA. It has been found that taking alcohol, smoking and frequent hospitalization are major factors of behavioral change. Job redesign and workshops on stress management are major factors of stress management facilities. Frequent travel, time pressures & deadlines and lack of career development are major factors for stress. Time management and sleep are major coping strategies to reduce stress. Recommendations have been made to reduce and manage stress.
Key Words: Behavioral change, coping strategies, private engineering college and stress

1. Introduction

Stress means what happens to our mind, body and behaviour in response to an event. From the beginning of the civilization, life has become more stressful. More and more people are suffering from job stress related problems like workload, poor salary, time pressures and deadlines, frequent travel, unplanned work, lack of career development and lack of job security, etc. It affects every one's life. In addition to the job stress, faculties in private engineering college often feel both psychological and physical pressure. They have more responsibilities along with academic workload but in return whatever compensation is made against them that is not sufficient as compared to that of the government engineering college. So they are unable to manage their livelihood properly.

1.1 Stress at work place

Work place stress is something which may cause unfavourable situation at workplace. People are more creative when they are happy and comfortable. There are many factors at work place which cause stress. Good management and well work organization are the best forms of stress prevention. Management should be aware of employees stress and should come forward to make strategies to reduce stress.

1.2 Coping strategies of stress

Coping refers to the way of dealing with stress. Coping has two major functions. The first function is to regulate emotions or distress and the second function is to manage the stressful situations. Coping strategies may either be oriented towards avoiding stress or towards dealing with stress. It is evident that challenges posed by changing education scenario are forcing faculties to perform their duty under a very compelling situation. So the educators follow mechanisms to cope with such stressors. There are varieties of coping strategies which are helpful for employees in dealing with such every day stressors.

1.3 Stress among teaching profession

Teaching job in engineering college is considered to be one of the most stressful professions. There is a rapid range in education in terms of syllabus, teaching methodology and more time for practical which creates stress among faculty in engineering college. Sometimes anger, frustration, anxiety, depression and nervousness also create stress for faculty.

1.4 Need of the study

Stress is not very simple to understand. It is complex and many times misunderstood. Educator stress is not a simple issue because they deal with human and social problem which is very complex in nature. Sometimes the problem they face is beyond the institution itself. Stress causes various problems like heart disease, other health problems and affects one's emotion, social organization and family life. It hinders creativity and personal effectiveness which lead to dissatisfaction. Educational institution wants to become a leader in education system and wants to increase standard of teaching. So pressure is laid on the teaching faculty through which institution wants to change its standard. Engineering education needs more practical exposure and lot of student oriented activities which have to be done by faculty members. They have to always plan well in advance. All these pressurize the faculties to manage roles in various capacities which lead to stress. Therefore there is a need to study different aspects of stress in engineering institution which wants quality education. So an attempt has been made to assess various dimensions of stress among engineering institutions in Balasore district.

2 Review of literature

Bhattacharya &Basu (2007)[1]undertook to study distress, wellness and organizational role stress of professionals in the area of Information Technology (IT). The effect of sex and age on the above variables as well as the predictability of the variables from stressful life events and coping resources taken together were also examined. Results of the study reveal that women experienced greater wellness and older personnel experienced more distress. Distress could not be predicted from the life events and coping resources taken together. Wellness and Organizational role stress could be predicted from these two variables.

Raghavanet al. (2010)[2] in this study on "An Empirical Investigation of Stress Factors in Information Technology Professionals" found the effect of flexible work schedule, employee support and training, and telecommuting as potential coping resources to relieve stress. Perceived workload, role ambiguity, work facilitation, and decision latitude are potential stressors of IT professionals. Removing role ambiguity and improving work facilitation reduce work-related stress and allowing employees to have flexible work schedules ease their perceptions of workload.

Vijayadurai&Venkatesh (2012) [3]in his research on "A Study on Stress Management among Women College Teachers in Tamilnadu" identified workplace stress occurs when there are an imbalance the demands and perceived pressures of the work environment and an individual ability to cope. An individual's experience of stress at work is to a large extent affected by the level of control they have over their working condition / pressures, the degree of support they receive from others in the workplace and the strategies they use to respond to work pressures.

Maran&Venkataramani (2014) [4] conducted a study on "Teaching Professional Stress: An Empirical Study with Reference to Women in India" to identify the faculty perception towards the management of stress in educational institutions and to identify various sources of stress and amicability. Data Collection made from self-financing social and life sciences (Arts & science) colleges, Technological Institutions (Engineering and Architecture colleges), professional courses (MBA and MCA departments), Matriculation and CBSE (Central Board of Secondary Education) schools in and around Chennai City and analyzed by applying Chi –Square statistical method. The study affirmed that women teaching staff in private schools and self-financing colleges experience stress due to stressors on-the-job, off the-job, self-created and also due to expectations from family.

Sabherwal et al. (2015) [5] investigated a study on "A study on occupational stress among faculty members in Higher Education Institutions in Pune" to examine the correlation between stress and job satisfaction and studied the reasons for occupational stress among teachers of higher education. A questionnaire was used to collect data from 200 faculty members of different higher educational institutions in Pune. Seventy six percent of the respondents were women. The results showed that the determinants of stress among the administrators are numerous and varied, with compilation of results, time pressures, lack of infrastructure, student's indiscipline and poor pay prospects as very high ranked stressors. The study revealed that the administrators experienced, on an average a low to moderate level of stress and this did not negatively affect their performance.

Shrivastava&Shukla (2017) [6] reviewed of the existing literature on occupational stress of teaching faculty of different streams of higher educational institutions in India and explores its findings to identify the

stressors and develop new insights for further research in this direction. The study revealed that major factors are: Organizational structure and climate, Role Stressors, Career and personal Development, Work Load and Leadership and Management Style. Other factors like student interaction, work-life balance, Job insecurity, and Poor infrastructural facilities, Conflict with management and peer, inadequate salary are also identified as stressors.

The above study concentred on various aspect of occupational stress in IT and education sector. There is no study done with respect to faculty of private engineering college of Balasore District. Hence this study is conducted to fill the research gap.

3 Objective of the study

- To assess the level of the stress among teaching employees of private engineering college in Balasore District.
- To study the behavioural changes among faculty in engineering college.
- To identify job related factor which causes stress that effect the faculty of private engineering college.
- To identify the ill effects on job performance due to stress.
- To study the source of moral support among faculty of private engineering college.
- To analysis coping strategy of teaching staff of private engineering college.

4 Scope of the study

Teaching profession is considered as novel profession but there are various challenges faced by teacher which is arises primarily due to stress. The present study under takes to examine the stress in terms of behavioural changes, stress management facilities by the college, Job related factors which cause stress, ill effects on job performance, sources of moral support to manage stress and coping strategies to reduce stress. The effective stress management practice is always result high level of job satisfaction. The low levels of stress provide good health for faculty. The present study focused on job related stress of faculty of private engineering college in Balasore District.

5 Hypothesis

Hypothesis-1

H_0: There is no significant difference between age and Behavioural changes among teaching employee of engineering college in Balasore District.

H_1: There is significant difference between age and Behavioral changes among teaching employee of engineering college in Balasore District.

Hypothesis-2

H_0: There is no significant difference between gender and stress management facilities among teaching employee of engineering college in Balasore District.

H_1: There is significant difference between gender and stress management facilities among teaching employee of engineering college in Balasore District.

Hypothesis-3

H_0: There is no significant difference between Income and ill effects on job performance among teaching employee of engineering college in Balasore District.

H_1: There is significant difference between Income and ill effects on job performance among teaching employee of engineering college of Balasore District.

Hypothesis-4

H_0: There is no significant difference between Marital Status and Coping strategies to reduce stress among teaching employee of engineering college in Balasore District.

H_1: There is significant difference between Marital Status and Coping strategies to reduce stress among teaching employee of engineering college in Balasore District.

6 Methodology

6.1 Primary and Secondary data:

Primary data has been collected through well-structured questionnaire in five point likert scale form private engineering collages. The questioner has been divided into six parts namely behavioural changes, stress management facilities, job related factors, ill effects on job performance, sources of moral support and coping strategies to reduce stress. The questionnaire has been added as Appendix-1. The secondary data has been collected from book, journal, article, newspaper and web site.

6.2 Sample Design

Different private engineering college in Balasore district has been chosen for the study. There are more than seven engineering college of Balasore district but only leading five private engineering colleges (B.C.E.T, MEMS, Satyasai engg., Srinix and Vijayanjali college) have been considered for the study.

6.3 Statistical Tools and Techniques Used

Descriptive statistics like percentage, mean, standard deviation, coefficient of variation and inferential statistics like ANOVA has been used in this study to explain nature of the sample and variable selected.

6.4 Application Package Used: SPSS 21 has been used to process and analyse the data.

7 Analysis and Discussion

Analysis and discussion has been made in this section to fulfil the objective of this study. In the first part of this section demographic profile of Respondents analysed and in next part Descriptive statistics and inferential statistics has been used to analyse and interpret data.

Table-1 Demographic profile of sample respondents (N=50)

Sl. No	Profile Particulars		No of Respondents	Percent
1	Age	Less than 37.00	17	34.0
		38.00 - 45.00	22	44.0
		More than 46.00	11	22.0
		Total	50	100.0
2	Gender	Male	42	84.0
		Female	8	16.0
		Total	50	100.0
3	Marital Status	Married	29	58.0
		Un married	21	42.0
		Total	50	100.0
4	Qualification	M.Tech	28	56.0
		B.Tech	3	6.0
		Diploma (Engg.)	2	4.0
		MBA	7	14.0
		MCA	7	14.0
		Others	3	6.0
		Total	50	100.0
5	Income	Less than 20000	14	28.0
		20000-30000	16	32.0
		More than 30000	20	40.0
		Total	50	100.0
6	Experience	5 years	12	24.0
		10 years	12	24.0
		15 years	20	40.0
		20 years	5	10.0

		More than 20 years	1	2.0
		Total	50	100.0

Source: Primary data

Demographic profiles of respondent have been shown in Table1. Respondents have been grouped according to demographic features as gender, marital Status, qualification, income, experience and age.

Table 2 Co-efficient of variation of Behavioral changes due to stress in Engineering college

Variable	Frequency					Total	Mean	Std. Deviation	Co-efficient of variation	Rank
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree					
Frequent hospitalization	6	8	10	17	9	50	3.30	1.28	38.84	5
Taking smoking	10	2	5	14	19	50	3.60	1.52	42.37	6
Taking alcohol	12	7	15	12	4	50	2.78	1.28	46.13	7
Frequent crying		3	10	15	22	50	4.12	0.93	22.81	1
Withdrawal from relationships	4	10	21	10	5	50	3.04	1.06	35.14	4
Shouting on family members	1	4	12	12	21	50	3.96	1.08	27.46	3
Poor performance in job	3	2	5	20	20	50	4.04	1.10	27.37	2

Source: Primary data

It has been found from the above Table 2taking alcohol, smokingandfrequent hospitalization are major factor of Behavioral change. Second major factors for changes Behavior are withdrawal from relationships, shouting on family members, poor performance in job and frequent crying.

Hypothesis 1:

H_0: There is no significant difference between age and Behavioral changes among teaching employee of engineering college of Balasore District.

H_1: There is significant difference between age and Behavioural changes among teaching employee of engineering college of Balasore District.

Table 3 Descriptive: Behavioral changes

Total Behavioral changes

Age	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than 37	17	24.00	5.18	1.25	21.33	26.66	14.00	35.00
38 to 45	22	25.45	4.06	.86	23.65	27.25	18.00	34.00
Above 46	11	24.90	5.28	1.59	21.36	28.45	12.00	32.00
Total	50	24.84	4.68	.66	23.50	26.17	12.00	35.00

Source: Primary data

It has been found form above Table 3 that there are three age group i.e. less than 37 age , 38 age to 45 age and above 46 age having 17, 22 and 11 responded respectively from each group. The mean of age group 38 to 45 is higher than other groups and standard deviation of above 46 age group is higher than other group.

Table 4 ANOVA: Behavioral changes

Total Behavioral changes

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	20.35	2	10.17	.453	.639
Within Groups	1056.36	47	22.47		
Total	1076.72	49			

Source: Primary data

A one-way between-groups analysis of variance was conducted to explore the impact of age on behavioral changes due to stress). Participants were divided into three groups according to their age (Group 1: 37 years or less; Group 2: 38 to 45 years; Group 3: 46 years and above). There was a statistically no significant

difference at the $p < .05$ level stress scores for the three age groups: F (2, .47) = .453, p = .639. So there is no significant difference between age and Behavioral changes among teaching employee of engineering college of Balasore District.

Table 5 Co-efficient of variation of stress management facilities in Engineering college

Variable	Frequency						Mean	Std. Deviation	Co-efficient of variation	Rank
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total				
Programs on Health awareness	23	3	9	10	5	23	2.42	1.48	61.40	4
Trips on Vacation and holiday	14	17	1	4	14	14	2.74	1.62	59.36	3
Job redesign	1	9	19	15	6	1	3.32	.97	29.46	2
Workshops on Stress management	2	3	15	17	13	2	3.72	1.05	28.24	1
Recreation center	29	11	4	4	2	29	1.78	1.148	64.50	5

Source: Primary data

It has been found form the above Table 5 Job redesign and Workshops on Stress management are major factor of stress management facilities. Second major stress management facilities are Recreation center, Programs on Health awareness and Trips on Vacation and holiday.

Hypothesis 2:

H_0: There is no significant difference between gender and stress management way among teaching employee of engineering college of Balasore District.

H_1: There is significant difference between gender and stress management way among teaching employee of engineering college of Balasore District.

Table 6 Descriptive: stress management facilities

Total stress management facilities

Gender Group	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Male	42	13.83	2.93	.45	12.91	14.74	9.00	23.00
Female	8	14.75	5.77	2.04	9.92	19.57	10.00	25.00
Total	50	13.98	3.47	.49	12.99	14.96	9.00	25.00

Source: Primary data

The above descriptive Table 6 shows stress management by gender wise and it shows standard deviation of female is higher than male employee in engineering college of Balasore District.

Table 7 ANOVA: stress management facilities

Total stress management facilities

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	5.64	1	5.64	.46	.50
Within Groups	587.33	48	12.2		
Total	592.98	49			

A one-way between-groups analysis of variance was conducted to explore the impact of gender on stress management facility. Participants were divided into two groups according to their gender (Male and Female). There was a statistically no significant difference at the $p < .05$ level stress scores for the three age groups: F (1, .48) = .481, p = .5. So this study fails to reject null hypothesis. There is no significant difference between gender and stress management way among teaching employee of engineering college in Balasore District.

Table 8 Co-efficient of variation of Job factors causing stress in Engineering college

Variable	Frequency									
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Mean	Std. Deviation	Co-efficient of variation	Rank
Workload	0	8	14	22	6	50	3.52	.90	25.82	2
Poor salary	7	5	8	22	8	50	3.38	1.27	37.75	5
Time pressures & deadlines	1	9	13	14	13	50	3.58	1.12	31.47	4
Frequent travel	11	6	9	16	8	50	3.08	1.41	45.84	7
unplanned work	0	7	7	22	14	50	3.86	.98	25.65	3
Lack of career development	7	5	9	20	9	50	3.38	1.29	38.22	6
Lack of job security	0	2	4	27	17	50	4.18	.74	17.88	1

Source: Primary data

It has been found for the above Table 8 frequent travel, time pressures & deadlines and lack of career development are major factors for stress among employees in engineering colleges. Workload, unplanned work and Lack of job security are second major factor causing stress.

Table 9 ill effects on job performance

Variable	Frequency									
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Mean	Std. Deviation	Co-efficient of Variance	Rank
Increased absenteeism	1	10	15	12	12	50	3.48	1.12	32.45	1
Decreased efficiency	12	6	9	14	9	50	3.04	1.45	47.90	4
Wasted potentials and skills	1	10	15	12	12	50	3.48	1.12	32.45	1
Loss of goodwill	3	9	15	13	10	50	3.36	1.17	34.94	2
Reduced job satisfaction	5	7	5	19	14	50	3.6	1.30	36.37	3

Source: Primary data

It has been found from the above Table 9 decreased efficiency is major ill effects factors for stress among employees in engineering colleges. Reduced job satisfaction, loss of goodwill, increased absenteeism, wasted potentials and skills are second major ill effectsfactors causing stress.

Hypothesis -3

H_0: There is no significant difference between Income and ill effects on job performance among teaching employee of engineering college of Balasore District.

H_1**:** There is significant difference between Income and ill effects on job performance among teaching employee of engineering college of Balasore District.

Table 10 Descriptive: Total ill effects on job performance

Income	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than 20000	14	16.85	4.45	1.18	14.28	19.42	9.00	23.00
20000-30000	16	16.50	3.42	.85	14.67	18.32	10.00	22.00
More than 30000	20	17.40	3.96	.88	15.54	19.25	11.00	23.00
Total	50	16.96	3.88	.54	15.85	18.06	9.00	23.00

Source: Primary data

There are three category of income group which consist of 14 respondent whose income is less than 20000, 16 respondents whose income is between Rs.20000 and Rs. 30000 and 20 respondent income is more

than Rs. 30000. The standard deviation of less than 20000 income group is 4.45 which is more than other two income group.

Table 11 ANOVA: Total ill effects on job performance

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	7.406	2	3.70	.23	.78
Within Groups	732.51	47	15.58		
Total	739.92	49			

Source: Primary data

A one-way between-groups analysis of variance in above Table 11 was conducted to explore the impact of income on stress management facility. Participants were divided into three groups according to their income (Less than 20000, between 20000-30000 and more Than 30000). There was a statistically no significant difference at the $p < .05$ level stress scores for the three income groups: $F (2, 47) = .238$, $p = .789$. So there is no significant difference between Income and ill effects on job performance among teaching employee of engineering college of Balasore District.

Table 12 Co-efficient of variation of Sources of moral support

Variable	Frequency									
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Mean	Std. Deviation	Co-efficient of Variance	Rank
Superiors	8	5	11	15	11	50	3.32	1.36	41.02	4
Subordinates	1	10	15	12	12	50	3.48	1.12	32.45	2
Co-workers	12	7	9	14	8	50	2.98	1.43	48.17	6
Family	3	2	8	23	14	50	3.86	1.06	27.70	1
Friends	9	6	15	11	9	50	3.1	1.34	43.35	5
Neighbors	18	6	8	17	1	50	2.54	1.34	52.89	7
Relatives	4	9	13	12	12	50	3.38	1.25	37.28	3

Source: Primary data

It has been found from the above Table 12 relatives, subordinates and family members are major source. Second major source of moral support are Neighbors, co-workers, friends, superiors moral support.

Table 13 Co-efficient of variation of Coping strategies to reduce stress

Variable	Frequency									
	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	Total	Mean	Std. Deviation	Co-efficient of Variance	Rank
Yoga/Meditation	25	3	11	7	4	50	2.24	1.40	62.85	6
Physical exercise	18	6	8	17	1	50	2.54	1.34	52.89	3
Entertainment	18	6	8	13	5	50	2.62	1.45	55.55	4
Sleep	4	10	14	11	11	50	3.3	1.24	37.86	1
Positive thinking	19	6	8	11	6	50	2.58	1.48	57.59	5
Time management	13	5	13	11	8	50	2.92	1.42	48.85	2

Source: Primary data

It has been found from the above Table 13 time management and sleep is major coping strategiesto reduce stress. Second major factors to reduce stress are positive thinking, entertainment and physical exercise. Third major factor to reduce stress is Yoga/Meditation.

Hypothesis -4

H_0: There is no significant difference between Marital Status and Coping strategies to reducestress among teaching employee of engineering college of Balasore District

H_1: There is significant difference between Marital Status and Coping strategies to reduce stress among teaching employee of engineering college of Balasore District

Table 14 Descriptive:Coping strategies
Total Coping strategies

Marital status	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Married	29	17.55	5.24	.97	15.55	19.54	6.00	27.00
Un married	21	14.33	5.92	1.29	11.63	17.03	7.00	24.00
Total	50	16.20	5.71	.80	14.57	17.82	6.00	27.00

Source: Primary data

The above Table 14 showed mean of married group is higher than unmarried group but standard deviation of unmarried group is higher than married group.

Table 15 ANOVA

Total coping strategies

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	126.16	1	126.16	4.109	.048
Within Groups	1473.83	48	30.70		
Total	1600.00	49			

Source: Primary data

A one-way between-groups analysis of variance in above Table 15 was conducted to explore the impact of Marital Status on coping strategies to reduce stress. Participants were divided into two groups according to their Marital Status (Married and Unmarried). There was a statistically significant difference at the $p < .05$ level stress scores for the three income groups: F (2, 47) = .238, p = .789. We can conclude that there is significant difference between Marital Status and Coping strategies to reduce stress among teaching employee of engineering college of Balasore District.

8 Summary of Findings

Many people in organization face stress in their job due to dynamic changing and competitive environment. So stress is a challenge in almost all organizations in the world. Educational institution has no deviation from it. Taking alcohol, smoking and frequent hospitalization are major factors of Behavioral change due to stress in engineering college of Balasore District. There are same opinions among all age groups in their behavioral change for faculty members. It is found in this study that Job redesign and Workshops on Stress management are major factors of stress management facilities for the faculty member. All gender whether male or female take same stress management facility in all engineering colleges. Co-efficient of variation of Job factors causing stress in engineering college shows that frequent travel, time pressure & deadline and lack of career development are major factors for stress among employees in engineering. All income groups are of opinion that the main effect on job performance in stress is decreased efficiency of employee in engineering colleges. The major sources of moral support to manage and reduce stress are relatives, subordinates and family members. It has been found that time management and sleep are major coping strategy to reduce stress but married and unmarried faculty follow different coping strategies to manage stress. Teaching is a noble profession which helps to build human asset for any organization and also helps in nation building. This is only possible when they are stress free and gets satisfaction in work.

9 Recommendation

- It is found necessary to bring improvements in work environment by providing better career development programme and time pressure & dead line for work.
- Regular stress awareness and management programs like Recreation center, Programs on health awareness and Trips on vacation and holiday need to be conducted regularly for all employees working in engineering college of Balasore District.
- It is necessary to equip the employees with necessary skills to face any challenges that may come.
- Co-worker subordinates and superior should provide more moral support to employee in work place.
- More Coping strategies like Yoga/Meditation, physical exercise, positive thinking should be done periodically to reduce stress.

10 Conclusion

This study will help administrator and authority of engineering college to manage and provide a stress free life which in turn will increase the efficiency of faculty members of college. This study is limited to faculty members of private engineering college in Balasore district only. Further study can be conducted by considering both private college and Government College in Balasore District as well as from other districts also. Further data has been collected from faculty perception which is subject to change from time to time. Another study can be conducted by taking pre period data and post period data from the same faculty member.

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