CHAPTER V

OCCUPATIONAL STRESS OF TEACHERS

OBJECTIVE: 2

Objective 2 of the study deals with occupational stress of teachers working in self financing colleges. Occupational Stress which is related to psychological stress of one's job. This stress level of their working condition, environment, responsibility or other factors involved in the workplace. Six different factors have been identified under occupational stress, which includes

- **Intrinsic on Job**
- **Career Development**
- **Interpersonal Relationships**
- **Work Stress**
- **Role Stress**
- **Organizational Climate Stress**

Descriptive Statistics- Intrinsic on Job

Descriptive Statistics has been applied to find the mean scores of the teacher in the above mentioned factors. The factors are measured by the ratings given by the respondents at five point scaling technique. The ratings are assigned as one for 'strongly disagree', two for disagree, three for neutral, four for agree and five for strongly agree. High score indicates high level of Intrinsic on Job in relation to the Occupational Stress.

Table 5.1

Intrinsic to Job	N	Minimum	Maximum	Mean	Std. Deviation
Is the working atmosphere cause stress	429	1	5	3.49	1.197
The pay scale/ package/ remuneration lead to stress	429	1	5	3.52	1.229
Social status of the job increases stress	429	1	5	3.38	1.212
Does ambiguity in work sharing causes stress	429	1	5	3.44	1.148
Stress due to excessive work pressure	429	1	5	3.69	1.228

Descriptive statistics reveals that, highest rating has been given for the statement 'Stress due to excessive work pressure' (3.69) and the least score has been found for the statement and 'Social status of the job increases stress'(3.38).

ANOVA

ANOVA has been applied to find the significant difference between Occupational Stress factors such as intrinsic on job, career development, interpersonal relationships, work stress, role stress and organizational climate stress. Personal factor includes age, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area.

Job related a factor includes educational qualification, nature of employment, designation, years of experience, department and number of members in the department.

Personal factors Vs Intrinsic of Job Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors, namely, age group, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area with various factors identified under occupational Stress.

A paired t test has been applied to test the difference, if any, in respect of i) Gender ii) Marital Status iii) Type of family and the Intrinsic of Job Score.

Ho: "The average scores of teaching members for the Intrinsic of Job Score do not vary significantly for the selected personal factors".

ANOVA – Personal Factor and Intrinsic of Job Score

Table 5.2

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Age	<25	24	3.6667	.76139	2.947		0.033	S
	25-35	210	3.5667	.91360				
	35-45	167	3.3473	1.05561				
	45-55	28	3.8429	1.34809				
Gender	Male	151	3.5669	1.02565		.943	0.720	NS
	Female	278	3.4712	.99077				
Marital Status	Married	342	3.4567	1.05004		-2.375	0.048	S
	Unmarried	87	3.6943	.76787				
Type of Family	Joint Family	197	3.4193	1.01551		-1.632	0.103	NS
	Nuclear Family	232	3.5776	.98869				
Size of Family	2	16	3.1750	.98217	4.499		0.001	S
	3	111	3.6450	.83413				
	4	159	3.6063	1.00566				
	5	92	3.1543	1.02629				
	6 and Above	51	3.6196	1.15257				
Monthly Income	Upto 20,000	165	3.4764	1.02278	4.393		0.005	S
	20,001 - 30,000	132	3.3955	.90003				
	30,001 - 40,000	57	3.9404	.75400				
	Above 40,000	75	3.4293	1.20884				
Number of Earning Members	1	54	3.4407	.95592	.275		0.844	NS
	2	273	3.5355	.97601				
	3	70	3.4800	1.13516				
	4	32	3.4063	1.03672				

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Total Family Income	Upto 40,000	141	3.6582	.84938	2.578		0.053	S
	40,000 - 60,000	112	3.3250	1.07958				
	60,000 - 80,000	82	3.4268	1.12689				
	Above 80,001	94	3.5574	.98193				
Residential Area	Rural	121	3.6793	.94038	2.569		0.078	NS
	Urban	224	3.4348	.95441				
	Semi-Urban	84	3.4405	1.18333				

The average Intrinsic of Job Score has been found to be high (3.8429) in age group between 45 years to 55 years. The high mean has been found for Male (3.5669) and the members who are Unmarried (3.6943). It has been observed that the average scores are found to be high (3.5776) among Nuclear family. The high mean has been found for family size of 3 members (3.5776), monthly income between 30,001 and 40,000 (3.9404), Number of Earning members found to be high in Two earning member in family (3.5355). It has been observed that the average scores are found to be high (3.6582) among people earning upto 40,000 per month and members in Rural (3.6793) as their Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Intrinsic of Job Score among the teachers in respect of different personal factors, namely age group, size of family, monthly income and total family income. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of gender, marital status, type of family, number of earning members and area of residence. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Intrinsic of Job Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely age group, size of family, monthly income and total family income have played a vital role in the Intrinsic of Job Score of Occupational

Stress. Hence, these factor have significantly differed in the Intrinsic of Job Score of teachers in Occupational Stress.

Job factors and Intrinsic of Job Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Intrinsic of Job Score** to teaching professionals are concerned.

Ho: "The average scores of teaching members for the Intrinsic of Job Score do not vary significantly for the selected job factors".

ANOVA – Job Factors and Intrinsic of Job Score

Table 5.3

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.3714	.74104	3.463	0.032	S
	M.Phil	207	3.3874	.99769			
	Ph.D	201	3.6398	1.01902			
	Total	429	3.5049	1.00303			
Nature of Employment	Government College	23	3.0957	1.23269	2.043	0.131	NS
	Aided College	48	3.5083	1.05827			
	Self-Financing College	358	3.5307	.97653			
	Total	429	3.5049	1.00303			
Designation	Assistant Professor	356	3.5326	.95685	2.192	0.113	NS
	Associate Professor	55	3.2582	1.33814			
	Professor	18	3.7111	.51437			
	Total	429	3.5049	1.00303			
Years of Experience	Below 5 Years	116	3.6638	1.03893	3.578	0.007	S
	6 – 10 Years	150	3.2920	.84524			
	11 -15 Years	83	3.5036	1.04455			
	16 -20 Years	54	3.7852	.89767			
	Above 20 Years	26	3.4462	1.46676			
	Total	429	3.5049	1.00303			

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Department	Basic Science	25	3.2720	.96588	1.518	0.196	NS
	Arts	81	3.7259	.84525			
	Computer Science	38	3.4000	1.09643			
	Commerce & Management	246	3.4846	.98611			
	Humanities	39	3.4256	1.27995			
	Total	429	3.5049	1.00303			
Number of Members in the Department	Below 5	126	3.5317	1.14882	4.820	0.001	S
	6 – 10	167	3.5473	.92858			
	11 -15	106	3.5774	.78961			
	16 -20	18	2.5111	1.49858			
	Above 20	12	3.4833	.10299			
	Total	429	3.5049	1.00303			

The average **Intrinsic of Job Score** has been found to be high (3.6398) for PhD holders as far educational qualification is concerned. The high mean has been found for Self-Financing College (3.5307)and while considering designation it is found to be high for Professor (3.7111).it has been observed that the average scores are found to be high (3.7852) between 16 -20 Years of experience. The high mean has been found for Arts (3.7259), number of members in the department is found to be high between 11 -15 members in department (3.5774).

The above anova results indicate that there is a significant difference in the average **Intrinsic of Job Score** among the teachers in respect of different job factors, namely educational qualification, years of experience and number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly incase of nature of employment, designation and department. Hence the null hypothesis is accepted.

The job factors namely educational qualification, years of experience and number of members in the department have played a vital role in the **Intrinsic of Job Score** of occupational stress. Hence, these factor have significantly differed in the **Intrinsic of Job Score** of teachers in occupational stress.

Descriptive Statistics- Career Development

The factor considered in Occupational Stress is **Career Development** which describes, hurdles in developing career, handle the job, job interference, Inadequate faculty improvement programmers, Lack of frequent promotional programs, Discriminated felicitation for extra work by colleagues/ superiors and Extra efforts I need to take to prove myself and my role puts pressure on me. The Descriptive statistics is presented in the following table.

Table 5.4 Career Development

Career Development	N	Minimum	Maximum	Mean	Std. Deviation
I am facing my hurdles in developing career	429	1	5	3.57	1.084
I feel that I am not fully qualified to handle the job	429	1	5	2.93	1.246
My job tends to interfere with my personal life	429	1	5	3.29	1.155
Inadequate faculty improvement programmers	429	1	5	3.25	1.135
Lack of frequent promotional programs	429	1	5	3.37	1.131
Discriminated felicitation for extra work by colleagues/ superiors	429	1	5	3.44	1.108
Extra efforts I need to take to prove myself and my role puts pressure on me	429	1	5	3.40	1.040

The highest rating has been found for the statement ‘I am facing my hurdles in developing career’ (3.44). The least score has been found for the statement, ‘I feel that I am not fully qualified to handle the job’ (2.93).

Personal factors Vs Career Development Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors namely, age group, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area as far as the Career Development Score of Work Performance for teaching professionals are concerned.

A paired t test has been applied to test the difference, if any, in respect of i) Gender ii) Marital Status iii) Type of family and the Career Development Score

Ho: The average scores of Career Development does not vary significantly among the members for the selected personal factors.

ANOVA – Personal Factor and Career Development Score

Table 5.5

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Age	<25	24	3.8393	.65711	7.537		0.000	S
	25-35	210	3.3966	.92056				
	35-45	167	3.1001	.92682				
	45-55	28	3.6122	.66423				
Gender	Male	151	3.3851	.98021		1.083	0.279	NS
	Female	278	3.2847	.88021				
Marital Status	Married	342	3.2264	.91839		-4.587	0.000	S
	Unmarried	87	3.6880	.81646				
Type of Family	Joint Family	197	3.2400	.97099		-1.669	0.096	NS
	Nuclear Family	232	3.3879	.86439				
Size of Family	2	16	2.9196	.78414	2.192		0.069	NS
	3	111	3.3835	.80305				
	4	159	3.4268	.98634				
	5	92	3.1630	.94916				
	6 and Above	51	3.2577	.85525				
Monthly Income	Upto 20,000	165	3.3082	.92796	2.958		0.032	S
	20,001 - 30,000	132	3.2489	.96884				
	30,001 - 40,000	57	3.6441	.74824				
	Above 40,000	75	3.2248	.87629				

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P- Value	S/NS
Number of Earning Members	1	54	3.3598	.99546	1.466		0.223	NS
	2	273	3.2664	.92897				
	3	70	3.5184	.70916				
	4	32	3.2768	1.04849				
Total Family Income	Upto 40,000	141	3.4853	.80629	2.504		0.059	NS
	40,000 - 60,000	112	3.2321	1.05243				
	60,000 - 80,000	82	3.1864	.94752				
	Above 80,001	94	3.2933	.84745				
Residential Area	Rural	121	3.4970	.84698	9.281		0.000	S
	Urban	224	3.1416	.91167				
	Semi-Urban	84	3.5408	.93955				

The average Career Development Score has been found to be high (3.8393) in age group Upto 25 years. The high mean has been found for Male (3.3851) and the members who are Unmarried (3.6880). It has been observed that the average scores are found to be high (3.3879) among Nuclear family. The high mean has been found for family size of 4 members (3.4268) monthly income between 30,001 and 40,000 (3.6441), Number of Earning members found to be high in Three earning member in family (3.5184). It has been observed that the average scores are found to be high (3.4853) among people earning upto 40,000 per month and members in Semi-Urban (3.5408) Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Career Development Score among the teachers in respect of different personal factors, namely age group, marital status ,size of family, and area of residence. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of Gender, Type of family, Monthly Income, Number of Earning Members and Total Family Income. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Career Development Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely Age group, Marital status, Size of family, and Area of Residence have played a vital role in the Career Development Score of Occupational Stress. Hence, these factor have significantly differed in the Career Development Score of teachers in Occupational Stress.

Job factors and Career Development Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Career Development Score** to teaching professionals are concerned.

Ho: The average scores of Career Development does not vary significantly among the members for the selected job factors.

ANOVA – Job Factors and Career Development Score

Table 5.6

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.3946	.93885	.936	0.393	NS
	M.Phil	207	3.2574	.96135			
	Ph.D	201	3.3767	.86641			
	Total	429	3.3200	.91677			
Nature of Employment	Government College	23	2.9193	.85695	7.059	0.001	S
	Aided College	48	3.7173	.68575			
	Self-Financing College	358	3.2925	.93173			
	Total	429	3.3200	.91677			

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Designation	Assistant Professor	356	3.3539	.92851	1.979	0.139	NS
	Associate Professor	55	3.0909	.92841			
	Professor	18	3.3492	.47310			
	Total	429	3.3200	.91677			
Years of Experience	Below 5 Years	116	3.4840	.95018	2.781	0.139	NS
	6 – 10 Years	150	3.1429	.90457			
	11 -15 Years	83	3.3184	1.01343			
	16 -20 Years	54	3.3545	.72192			
	Above 20 Years	26	3.5440	.71943			
	Total	429	3.3200	.91677			
Department	Basic Science	25	3.5029	1.04501	.818	0.514	NS
	Arts	81	3.3968	.85147			
	Computer Science	38	3.1391	.90928			
	Commerce & Management	246	3.2973	.92530			
	Humanities	39	3.3626	.92341			
	Total	429	3.3200	.91677			
Number of Members in the Department	Below 5	126	3.2834	1.02459	4.513	0.001	S
	6 – 10	167	3.5141	.84792			
	11 -15	106	3.1604	.75739			
	16 -20	18	2.7698	1.07256			
	Above 20	12	3.2381	1.15470			
	Total	429	3.3200	.91677			

The average **Career Development Score** has been found to be high (3.3946) for Post-Graduation holders as far educational qualification is concerned. The high mean has been found for Aided College (3.7173) and while considering designation it is found to be high for Assistant Professor (3.3539). It has been observed that the average scores are found to be high (3.5440) Above 20 Years of experience. The high mean has been found

for Basic Science (3.5029), numbers of members in the department are found to be high between 6 – 10members in department (3.5141).

The above anova results indicate that there is a significant difference in the average **Career Development Score** among the teachers in respect of different job factors, namely nature of employment department and number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of educational qualification, designation, years of experience and department. Hence the null hypothesis is accepted.

The job factors namely nature of employment department and number of members in the department has played a vital role in the **Career Development Score** of occupational stress. Hence, these factor have significantly differed in the **Career Development Score** of teachers in occupational stress.

Descriptive Statistics- Interpersonal Relationships

The factor considered in Occupational Stress is **Interpersonal Relationships** which describes, affectionate behaviour from my colleagues, advice from my colleagues, my relationship with my superior, the faith bestowed on me by the superior, my sub-ordinates feel free to discuss their personal problems and Extracting work from my sub ordinates. The Descriptive statistics is presented in the following table.

Table 5.7 Interpersonal Relationships

Interpersonal Relationships	N	Minimum	Maximum	Mean	Std. Deviation
Affectionate behavior from my colleagues is unimaginable to me	429	1	5	3.48	.994
Advice from my colleagues when I am in trouble is sanity in my life	429	1	5	3.51	.946
My relationship with my superior causes a great deal of anxiety	429	1	5	3.50	1.022
The faith bestowed on me by the superior is encouraging	429	1	5	3.58	1.031
My sub-ordinates feel free to discuss their personal problems with me	429	1	5	3.86	.972
Extracting work from my sub ordinates is an ordeal for me	429	1	5	3.57	.973

The highest rating has been assigned for the statement 'My sub-ordinates feel free to discuss their personal problems with me' (3.86) and the last score has been found for the statement, 'Affectionate behavior from my colleagues is unimaginable to me' (3.48).

Personal factors Vs Interpersonal Relationship Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors, namely, age group, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area as far as the interpersonal relationship score of Work Performance for teaching professionals are concerned.

A paired t test has been applied to test the difference, if any, in respect of i) Gender ii) Marital Status iii) Type of family and the Interpersonal Relationship Score.

Ho: The average scores of Interpersonal Relationship does not vary significantly among the members for the selected personal factors.

ANOVA – Personal Factor and Interpersonal Relationship Score

Table 5.8

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Age	<25	24	3.9236	.62163	5.263		0.001	S
	25-35	210	3.6508	.73531				
	35-45	167	3.4182	.84863				
	45-55	28	3.7738	.57951				
Gender	Male	151	3.6578	.77455		1.458	0.146	NS
	Female	278	3.5432	.78002				
Marital Status	Married	342	3.5112	.77721		-3.874	0.000	S
	Unmarried	87	3.8678	.72343				
Type of Family	Joint Family	197	3.5423	.74548		-1.010	0.313	NS
	Nuclear Family	232	3.6185	.80654				

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Size of Family	2	16	4.2083	.52529	4.870		0.001	S
	3	111	3.7357	.70226				
	4	159	3.5073	.78294				
	5	92	3.4565	.87457				
	6 and Above	51	3.5229	.68639				
Monthly Income	Upto 20,000	165	3.5505	.84312	.294		0.829	NS
	20,001 - 30,000	132	3.5795	.69971				
	30,001 - 40,000	57	3.5994	.86193				
	Above 40,000	75	3.6511	.70667				
Number of Earning Members	1	54	3.5401	.63273	.756		0.520	NS
	2	273	3.5812	.77057				
	3	70	3.6857	.89665				
	4	32	3.4531	.80793				
Total Family Income	Upto 40,000	141	3.7541	.65422	3.626		0.013	S
	40,000 - 60,000	112	3.4777	.96601				
	60,000 - 80,000	82	3.5569	.71205				
	Above 80,001	94	3.4770	.72405				
Residential Area	Rural	121	3.6047	.72621	2.996		0.051	S
	Urban	224	3.5097	.70448				
	Semi-Urban	84	3.7500	.99547				

The average Interpersonal Relationship Score has been found to be high (3.9236) in age group up to 25 years. The high mean has been found for Male (3.6578) and the members who are Unmarried (3.8678). It has been observed that the average scores are found to be high (3.6185) among Nuclear family. The high mean has been found for family size of 2 members (4.2083), monthly income Above 40,000 (3.6511), Number of

Earning members found to be high in Three earning member in family (3.6857). It has been observed that the average scores are found to be high (3.7541) among people earning upto 40,000 per month and members in Semi-Urban (3.7500) Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Interpersonal Relationship Score among the teachers in respect of different personal factors, namely age group, marital status, size of family, total family income and area of residence. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of Gender, Type of family, Monthly Income and Number of Earning Members. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Interpersonal Relationship Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely Age group, Marital status, Size of family, Total Family Income and Area of Residence have played a vital role in the Interpersonal Relationship Score of Occupational Stress. Hence, these factor have significantly differed in the Interpersonal Relationship Score of teachers in Occupational Stress.

Job Factors and Interpersonal Relationship Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Interpersonal Relationship Score** to teaching professionals are concerned.

Ho: The average scores of Interpersonal Relationship does not vary significantly among the members for the selected job factors.

ANOVA – Job Factors and Interpersonal Relationship Score

Table 5.9

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.9206	.67210	3.079	0.047	S
	M.Phil	207	3.5129	.83469			
	Ph.D	201	3.6211	.71956			
	Total	429	3.5835	.77913			
Nature of Employment	Government College	23	3.2971	.84231	4.380	0.013	S
	Aided College	48	3.8437	.50225			
	Self-Financing College	358	3.5670	.79760			
	Total	429	3.5835	.77913			
Designation	Assistant Professor	356	3.5946	.78271	2.772	0.064	NS
	Associate Professor	55	3.4121	.84123			
	Professor	18	3.8889	.21390			
	Total	429	3.5835	.77913			
Years of Experience	Below 5 Years	116	3.6968	.77945	3.918	0.004	S
	6 – 10 Years	150	3.3967	.83694			
	11 -15 Years	83	3.6968	.72422			
	16 -20 Years	54	3.5710	.61821			
	Above 20 Years	26	3.8205	.72253			
	Total	429	3.5835	.77913			
Department	Basic Science	25	3.4667	.79640	1.532	0.192	NS
	Arts	81	3.5720	.71051			
	Computer Science	38	3.3202	.85983			
	Commerce & Management	246	3.6369	.79726			
	Humanities	39	3.6026	.67713			
	Total	429	3.5835	.77913			
Number of Members in the Department	Below 5	126	3.6772	.72961	4.177	0.002	S
	6 – 10	167	3.6267	.76643			
	11 -15	106	3.5267	.70491			
	16 -20	18	2.9167	1.29384			
	Above 20	12	3.5000	.69267			
	Total	429	3.5835	.77913			

The average **Interpersonal Relationship Score** has been found to be high (3.9206) for Post-Graduation holders as far educational qualification is concerned. The high mean has been found for Aided College (3.8437) and while considering designation it is found to be high for Professor (3.8889) it has been observed that the average scores are found to be high (3.8205) Above 20Years of experience. The high mean has been found for Commerce & Management (3.6369), number of members in the department is found to be high for Below 5 in department (3.6772).

The above anova results indicate that there is a significant difference in the average **Interpersonal Relationship Score** among the teachers in respect of different job factors, namely educational qualification, nature of employment department, years of experience and number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of designation and department. Hence the null hypothesis is accepted.

The job factors namely educational qualification, nature of employment department, years of experience and number of members in the department have played a vital role in the **Interpersonal Relationship Score** of occupational stress. Hence, these factor have significantly differed in the **Interpersonal Relationship Score** of teachers in occupational stress.

Descriptive Statistics - Work Stress

The factor considered in Occupational Stress is **Work Stress** which describes, The complex nature my work does not confuse me, I am waiting for the day to come when I can relax, I am fed up by keeping myself busy all the times to meet deadlines, Most of the time I have to force myself to start work, The norms and expectations put a curb on my enthusiasm and The time passes without my notice each day at my work. The Descriptive statistics is presented in the following table

Table 5.10

Descriptive Statistics - Work Stress

Work stress	N	Minimum	Maximum	Mean	Std. Deviation
The complex nature my work does not confuse me	429	1	5	3.67	.935
I am waiting for the day to come when I can relax	429	1	5	3.62	1.077
I am fed up by keeping myself busy all the times to meet deadlines	429	1	5	3.55	1.094
Most of the time I have to force myself to start work	429	1	5	3.53	1.101
The norms and expectations put a curb on my enthusiasm	429	1	5	3.49	1.056
The time passes without my notice each day at my work	429	1	5	3.58	1.086

The highest rating has been found for the statement 'The complex nature my work does not confuse me' (3.67).The least score has been found for the statement, 'The norms and expectations put a curb on my enthusiasm' (3.49).

Personal factors Vs Work Stress Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors, namely, age group, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area as far as the Work Stress Score of Occupational Stress for teaching professionals are concerned.

A paired t test has been applied to test the difference, if any, in respect of i) Gender ii) Marital Status iii) Type of family and the Work Stress Score.

Ho: The average scores of Work Stress does not vary significantly among the members for the selected personal factors.

ANOVA – Personal Factor and Work Stress Score

Table 5.11

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Age	<25	24	3.6597	.58458	3.503		0.016	S
	25-35	210	3.6087	.85991				
	35-45	167	3.4481	.93352				
	45-55	28	3.9881	.65409				
Gender	Male	151	3.5916	.90588		.311	0.756	NS
	Female	278	3.5641	.85676				
Marital Status	Married	342	3.5434	.88817		1.518	0.131	NS
	Unmarried	87	3.6935	.80650				
Type of Family	Joint Family	197	3.4162	.87589		3.488	0.001	S
	Nuclear Family	232	3.7076	.85047				
Size of Family	2	16	4.0208	.49394	3.707		0.006	S
	3	111	3.6787	.82808				
	4	159	3.6205	.89319				
	5	92	3.3152	.89308				
	6 and Above	51	3.5261	.86883				
Monthly Income	Upto 20,000	165	3.5121	.87586	4.109		0.007	S
	20,001 - 30,000	132	3.4533	.86255				
	30,001 - 40,000	57	3.6491	.79911				
	Above 40,000	75	3.8644	.88730				
Number of Earning Members	1	54	3.5802	.94766	1.210		0.306	NS
	2	273	3.5244	.87413				
	3	70	3.7452	.79081				
	4	32	3.6094	.90063				

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Total Family Income	Upto 40,000	141	3.6312	.82226	2.230		0.084	NS
	40,000 - 60,000	112	3.3914	.94591				
	60,000 - 80,000	82	3.6463	.82377				
	Above 80,001	94	3.6418	.88292				
Residential Area	Rural	121	3.5854	.86043	.919		0.400	NS
	Urban	224	3.5283	.84569				
	Semi-Urban	84	3.6786	.96171				

The average Work Stress Score has been found to be high (3.9881) in age group between 45 years to 55 years. The high mean has been found for Male (3.5916) and the members who are Unmarried (3.6935). It has been observed that the average scores are found to be high (3.7076) among Nuclear family. The high mean has been found for family size of 2 members (4.0208), monthly income Above 40,000 (3.8644), Number of Earning members found to be high in Three earning member in family (3.7452). It has been observed that the average scores are found to be high (3.6463) among people earning between 60,001 and 80,000 per month and members in Semi-Urban (3.6786) Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Work Stress Score among the teachers in respect of different personal factors, namely Age group, Type of family, Size of family and Monthly Income. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of Gender, Marital status, Number of Earning Members Total Family Income and Area of Residence. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Work Stress Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely Age group, Type of family, Size of family and Monthly Income have played a vital role in the Work Stress Score of Occupational

Stress. Hence, these factor have significantly differed in the Work Stress Score of teachers in Occupational Stress.

Job factors and Work Stress Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Work Stress Score** to teaching professionals are concerned.

Ho: The average scores of Work Stress does not vary significantly among the members for the selected job factors.

ANOVA – Job Factors and Work Stress Score

Table 5.12

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.7302	.63350	2.139	0.119	NS
	M.Phil	207	3.4855	.87581			
	Ph.D	201	3.6484	.88660			
	Total	429	3.5738	.87341			
Nature of Employment	Government College	23	3.4203	1.06348	8.659	0.000	S
	Aided College	48	4.0556	.64534			
	Self-Financing College	358	3.5191	.86851			
	Total	429	3.5738	.87341			
Designation	Assistant Professor	356	3.5852	.85931	6.177	0.002	S
	Associate Professor	55	3.3182	.97303			
	Professor	18	4.1296	.48694			
	Total	429	3.5738	.87341			
Years of Experience	Below 5 Years	116	3.5948	.84162	5.865	0.000	S
	6 – 10 Years	150	3.4133	.85131			
	11 -15 Years	83	3.5181	.96167			
	16 -20 Years	54	3.7407	.70314			
	Above 20 Years	26	4.2372	.84613			
	Total	429	3.5738	.87341			

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Department	Basic Science	25	3.6600	1.19362	.600	0.663	NS
	Arts	81	3.5947	.84736			
	Computer Science	38	3.3904	.91965			
	Commerce & Management	246	3.5718	.84477			
	Humanities	39	3.6667	.84119			
	Total	429	3.5738	.87341			
Number of Members in the Department	Below 5	126	3.7235	.88723	6.393	0.000	S
	6 – 10	167	3.6697	.81310			
	11 -15	106	3.4214	.83862			
	16 -20	18	2.9907	1.02337			
	Above 20	12	2.8889	.85968			
	Total	429	3.5738	.87341			

The average **Work Stress Score** has been found to be high (3.7302) for Post-Graduation holders as far educational qualification is concerned. The high mean has been found for Aided College (4.0556) and while considering designation it is found to be high for Professor (4.1296) it has been observed that the average scores are found to be high (4.2372) Above 20Years of experience. The high mean has been found for Humanities (3.6667), number of members in the department is found to be high for Below 5 in department (3.7235).

The above anova results indicate that there is a significant difference in the average **Work Stress Score** among the teachers in respect of different job factors, namely nature of employment department, designation, years of experience and number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly incase of educational qualification and department. Hence the null hypothesis is accepted.

The job factors namely nature of employment department, designation, years of experience and number of members in the department has played a vital role in the **Work Stress Score** of occupational stress. Hence, these factor have significantly differed in the **Work Stress Score** of teachers in occupational stress.

Descriptive Statistics- Role Stress

The factor considered in Occupational Stress is **Role Stress** which describes, I need to sacrifice my values in meeting my role obligations, I am constrained in my role fulfillment, due to lack of knowledge & skill, I feel concerned due to poor information inflow which restricts my output, I get baffled with the contradictory instruction given by different members in the organization regarding my work, I am exposed to opportunities to enhance my efficiency and Repeated incidents where my contributions are taken very lightly put me off. The Descriptive statistics is presented in the following table

Table 5.13 - Role Stress

Role Stress	N	Minimum	Maximum	Mean	Std. Deviation
I need to sacrifice my values in meeting my role obligations	429	1	5	3.40	1.120
I am constrained in my role fulfillment, due to lack of knowledge & skill	429	1	5	3.04	1.213
I feel concerned due to poor information inflow which restricts my output	429	1	5	3.10	1.237
I get baffled with the contradictory instruction given by different members in the organization regarding my work	429	1	5	3.38	1.122
I am exposed to opportunities to enhance my efficiency	429	1	5	3.52	1.058
Repeated incidents where my contributions are taken very lightly put me off	429	1	5	3.41	1.168

The highest rating has been assigned for the statement 'I am exposed to opportunities to enhance my efficiency' (3.52) and the least score has been found for the statement, 'I am constrained in my role fulfilment, due to lack of knowledge & skill' (3.04).

Personal factors Vs Role Stress Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors namely, age group, gender, marital status, type of family, size of family, monthly income, number of

earning members, total family income and residential area as far as the Role Stress Score of Occupational Stress for teaching professionals are concerned.

A paired t test has been applied to test the difference, if any,in respect of i) Gender ii) Marital Status iii) Type of family and the Role Stress Score.

Ho: The average scores of Role Stress does not vary significantly among the members for the selected personal factors.

ANOVA – Personal Factor and Role Stress Score

Table 5.14

Personal Factors		N	Mean	Standard Deviation	F Value	t – Value	P-Value	S/NS
Age	<25	24	3.9097	.52700	12.869		0.000	S
	25-35	210	3.4571	.89464				
	35-45	167	2.9870	.97783				
	45-55	28	3.6012	1.06414				
Gender	Male	151	3.3985	.96205		1.424	0.155	NS
	Female	278	3.2602	.95991				
Marital Status	Married	342	3.2320	.98521		-3.321	0.001	S
	Unmarried	87	3.6111	.79957				
Type of Family	Joint Family	197	3.2978	1.01624		-.219	0.827	NS
	Nuclear Family	232	3.3182	.91518				
Size of Family	2	16	3.7396	.39426	.858		0.489	NS
	3	111	3.3018	.78961				
	4	159	3.2966	1.06184				
	5	92	3.2645	1.09113				
	6 and Above	51	3.3072	.84088				
Monthly Income	Upto 20,000	165	3.4707	.88056	4.490		0.004	S
	20,001 - 30,000	132	3.1932	.88930				
	30,001 - 40,000	57	3.4474	1.06167				
	Above 40,000	75	3.0511	1.10213				

Personal Factors		N	Mean	Standard Deviation	F Value	t – Value	P-Value	S/NS
Number of Earning Members	1	54	2.8796	1.23345	4.469		0.004	S
	2	273	3.3516	.86524				
	3	70	3.4619	1.05378				
	4	32	3.3333	.86032				
Total Family Income	Upto 40,000	141	3.5260	.89205	4.740		0.003	S
	40,000 - 60,000	112	3.2128	1.00005				
	60,000 - 80,000	82	3.3333	.79823				
	Above 80,001	94	3.0762	1.08307				
Residential Area	Rural	121	3.2769	1.05399	4.246		0.015	S
	Urban	224	3.2254	.88284				
	Semi-Urban	84	3.5774	.98837				

The average Role Stress Score has been found to be high (3.9097) in age group Upto 25 years. The high mean has been found for Male (3.3985) and the members who are Unmarried (3.6111). It has been observed that the average scores are found to be high (3.3182) among Nuclear family. The high mean has been found for family size of 2 members (3.7396), monthly income Upto 20,000 (3.4707),Number of Earning members found to be high in Three earning member in family (3.4619). It has been observed that the average scores are found to be high (3.5260) among people earning Upto 40,001 per month and members in Semi-Urban (3.5774) Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Role Stress Score among the teachers in respect of different personal factors, namely age group, marital status, monthly income, number of earning members, total family and area of residence. Hence, the null hypotheses are rejected. The average score does not vary significantly incase of Gender, Type of FamilyandSize of Family. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Role Stress Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely age group, marital status, monthly income, number of earning members, total family and area of residence have played a vital role in the Role Stress Score of Occupational Stress. Hence, these factor have significantly differed in the Role Stress Score of Teachers in Occupational Stress.

Job factors and Role Stress Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Role Stress Score** to teaching professionals are concerned.

Ho: The average scores of Role Stress does not vary significantly among the members for the selected job factors.

ANOVA – Job Factors and Role Stress Score

Table 5.15

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.5159	.94561	0.817	0.442	NS
	M.Phil	207	3.3349	.87300			
	Ph.D	201	3.2604	1.04771			
	Total	429	3.3089	.96181			
Nature of Employment	Government College	23	3.1449	.94989	0.353	0.442	NS
	Aided College	48	3.3125	1.27886			
	Self-Financing College	358	3.3189	.91450			
	Total	429	3.3089	.96181			
Designation	Assistant Professor	356	3.3404	.95527	1.318	0.269	NS
	Associate Professor	55	3.1152	1.03929			
	Professor	18	3.2778	.81248			
	Total	429	3.3089	.96181			

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Years of Experience	Below 5 Years	116	3.5259	.90239	2.263	0.062	NS
	6 – 10 Years	150	3.1933	.88720			
	11 -15 Years	83	3.2450	1.01190			
	16 -20 Years	54	3.2284	.97575			
	Above 20 Years	26	3.3782	1.30090			
	Total	429	3.3089	.96181			
Department	Basic Science	25	2.9333	1.27566	1.591	0.176	NS
	Arts	81	3.4115	.86325			
	Computer Science	38	3.1404	1.04445			
	Commerce & Management	246	3.3245	.91227			
	Humanities	39	3.4017	1.11392			
	Total	429	3.3089	.96181			
Number of Members in the Department	Below 5	126	3.3042	1.11516	5.950	0.000	S
	6 – 10	167	3.5469	.91852			
	11 -15	106	3.0393	.76724			
	16 -20	18	3.0093	.88279			
	Above 20	12	2.8750	.62815			
	Total	429	3.3089	.96181			

The average **Role Stress Score** has been found to be high (3.5159) for Post-Graduation holders as far educational qualification is concerned. The high mean has been found for Self-Financing College (3.3189)and while considering designation it is found to be high for Assistant Professor (3.3404)it has been observed that the average scores are found to be high (3.5259) Below 5 Years of experience. The high mean has been found for Arts (3.4115), number of members in the department is found to be high for between 6 – 10 members in department (3.5469).

The above anova results indicate that there is a significant difference in the average **Role Stress Score** among the teachers in respect of different job factors, namely number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of educational qualification, nature of employment department, designation, years of experience and department. Hence the null hypothesis is accepted.

The job factors namely number of members in the department has played a vital role in the **Role Stress Score** of occupational stress. Hence, these factor have significantly differed in the **Role Stress Score** of teachers in occupational stress.

Descriptive Statistics- Organisational Climate Stress

The factor considered in Occupational Stress is **Occupational Stress** which describes, Lack of my involvements in decision making in the organization reduces responsibilities in my shoulders, My point of view is ignored in the organization, I found that the monarchal organizational system which I belong to; suffocating its function, The sub-ordination I am subjected to in my role in the organization gives me an unpleasant feeling and Considerable environment tolerance that persist in my organization makes me irritated. The Descriptive statistics is presented in the following table

Descriptive Statistics - Occupational Stress Factors

Table 5.16

Organizational climate stress	N	Minimum	Maximum	Mean	Std. Deviation
Lack of my involvements in decision making in the organization reduces responsibilities in my shoulders	429	1	5	3.32	1.159
My point of view is ignored in the organization	429	1	5	3.22	1.177
I found that the monarchal organizational system which I belong to; suffocating its function	429	1	5	3.35	1.023
The sub-ordination I am subjected to in my role in the organization gives me an unpleasant feeling	429	1	5	3.35	1.127
Considerable environment tolerance that persist in my organization makes me irritated	429	1	5	3.30	1.142

The highest rating has been found for the statement the monarchal organizational system which belong to; suffocating its function & The sub-ordination subjected to the role in the organization gives an unpleasant feeling (3.35).The least score has been found for the statement, 'My point of view is ignored in the organization' (3.22).

Personal factors Vs Organizational Climate Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of personal factors namely, age group, gender, marital status, type of family, size of family, monthly income, number of earning members, total family income and residential area as far as the Organizational Climate Score of Occupational Stress for teaching professionals are concerned.

A paired t test has been applied to test the difference, if any, in respect of i) Gender ii) Marital Status iii) Type of family and the Organizational Climate Score.

Ho: The average scores of Organizational Stress does not vary significantly among the members for the selected personal factors.

ANOVA – Personal Factor and Organizational Climate Score

Table 5.17

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P-Value	S/NS
Age	<25	24	4.0750	.83575	19.871		0.000	S
	25-35	210	3.4638	.86391				
	35-45	167	2.9162	1.04139				
	45-55	28	3.8286	.89891				
Gender	Male	151	3.3775	1.02047		1.053	0.293	NS
	Female	278	3.2712	.98551				
Marital Status	Married	342	3.2380	1.03786		-3.497	0.001	S
	Unmarried	87	3.5862	.76723				
Type of Family	Joint Family	197	3.3350	.96777		.507	0.001	S
	Nuclear Family	232	3.2862	1.02462				

Personal Factors		N	Mean	Standard Deviation	F Value	t - Value	P- Value	S/NS
Size of Family	2	16	3.1625	1.04363	.295		0.881	NS
	3	111	3.2432	1.03094				
	4	159	3.3522	1.00189				
	5	92	3.3196	1.03735				
	6 and Above	51	3.3412	.84123				
Monthly Income	Upto 20,000	165	3.4024	.95534	7.506		0.000	S
	20,001 - 30,000	132	3.2621	.91939				
	30,001 - 40,000	57	3.6737	.94160				
	Above 40,000	75	2.9067	1.13201				
Number of Earning Members	1	54	2.9926	1.15707	3.606		0.013	S
	2	273	3.2894	.99672				
	3	70	3.4971	.92611				
	4	32	3.5937	.70479				
Total Family Income	Upto 40,000	141	3.5260	.89205	1.349		0.258	NS
	40,000 - 60,000	112	3.2128	1.00005				
	60,000 - 80,000	82	3.3333	.79823				
	Above 80,001	94	3.0762	1.08307				
Residential Area	Rural	121	3.5025	.82386	4.752		0.009	S
	Urban	224	3.1723	.98224				
	Semi-Urban	84	3.3929	1.20459				

The average Organizational Climate Score has been found to be high (4.0750) in age group Upto 25 years. The high mean has been found for Male (3.3775) and the members who are Unmarried (3.5862).It has been observed that the average scores are found to be high (3.3350) among Joint family. The high mean has been found for family

size of four members (3.3522), monthly income between 30,001 to 40,000 per month (3.6737), Number of Earning members found to be high in Four earning member in family (3.5937). It has been observed that the average scores are found to be high (3.5260) among people earning Upto 40,001 per month and members in Rural (3.5025) Residential area have high score.

The Above ANOVA results indicate that there is a significant difference in the average Organisational Climate Score among the teachers in respect of different personal factors, namely Age group, Marital status, Monthly Income, Number of Earning Members and Area of Residence. Hence, the null hypotheses are rejected. The average score does not vary significantly incase of Gender, Type of family, Size of family and Total Family Income. Hence the null hypothesis is accepted.

The t test result shows that no significant difference has been found in the average score of Organizational Climate Score between i) Gender ii) Marital Status iii) Type of family. Hence, the null hypotheses are accepted.

The personal factors namely age group , marital status, monthly income, number of earning members and area of residence have played a vital role in the Organizational Climate Score of Occupational Stress. Hence, these factor have significantly differed in the Organizational Climate Score of Teachers in Occupational Stress.

Job factors and Organisational Climate Stress Score

ANOVA has been applied to find out whether there is any significant difference in the mean score among the group members in respect of job factors, namely, Educational Qualification, Nature of Employment, Designation, Years of Experience, Department and Number of Members in the Department as far as the **Organisational Climate Stress Score** to teaching professionals are concerned.

Ho: The average scores of Organisational Stress does not vary significantly among the members for the selected job factors.

ANOVA – Job Factors and Organisational Climate Stress Score

Table 5.18

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Educational Qualification	Post-Graduation	21	3.6190	.94001	1.937	0.145	NS
	M.Phil	207	3.3565	.95116			
	Ph.D	201	3.2269	1.04512			
	Total	429	3.3086	.99806			
Nature of Employment	Government College	23	2.9217	.91600	2.412	0.091	NS
	Aided College	48	3.4750	.98812			
	Self-Financing College	358	3.3112	1.00030			
	Total	429	3.3086	.99806			
Designation	Assistant Professor	356	3.3719	.96198	8.835	0.000	S
	Associate Professor	55	3.1964	1.08354			
	Professor	18	2.4000	1.01286			
	Total	429	3.3086	.99806			
Years of Experience	Below 5 Years	116	3.5517	.90280	2.735	0.029	S
	6 – 10 Years	150	3.2560	.95990			
	11 -15 Years	83	3.2578	.98304			
	16 -20 Years	54	3.1037	.96563			
	Above 20 Years	26	3.1154	1.49578			
	Total	429	3.3086	.99806			
Department	Basic Science	25	3.0800	1.06145	2.764	0.029	NS
	Arts	81	3.5259	.76121			
	Computer Science	38	2.9684	.83118			
	Commerce & Management	246	3.2854	1.06186			
	Humanities	39	3.4821	1.02979			
	Total	429	3.3086	.99806			

Job Factors		N	Mean	Standard Deviation	F Value	P-Value	S/NS
Number of Members in the Department	Below 5	126	3.2825	1.00758	6.595	0.000	S
	6 – 10	167	3.5425	.98619			
	11 -15	106	2.9358	.92357			
	16 -20	18	3.3222	1.12958			
	Above 20	12	3.6000	.40000			
	Total	429	3.3086	.99806			

The average **Organisational Climate Stress Score** has been found to be high (3.6190) for Post-Graduation holders as far educational qualification is concerned. The high mean has been found for Aided College (3.4750)and while considering designation it is found to be high for Assistant Professor (3.3719)it has been observed that the average scores are found to be high (3.5517) Below 5 Years of experience. The high mean has been found for Humanities (3.4821), number of members in the department are found to be high for Above 20 members in department (3.6000).

The above anova results indicate that there is a significant difference in the average **Organisational Climate Stress Score** among the teachers in respect of different job factors, namely designation, years of experience number of members in the department. Hence, the null hypotheses are rejected. The average score does not vary significantly in case of educational qualification, nature of employment department and department. Hence the null hypothesis is accepted.

The job factors namely designation, years of experience number of members in the department have played a vital role in the **Organisational Climate Stress Score** of occupational stress. Hence, these factor have significantly differed in the **Organisational Climate Stress Score** of teachers in occupational stress.

RANK ANALYSIS - KENDALL'S COEFFICIENT OF CONCORDANCE

Kendall's Coefficient of Concordance has been used to find whether the ranks assigned by the respondents have any similarities. The Kendall's (w) vary between 0 and 1. Higher the value of (w), higher the similarity among the respondents in assigning ranks. It is applied to find out whether the respondents have assigned similar ranks in expressing their opinion.

RANK ANALYSIS FOR ASSESSING LEVEL OF OCCUPATIONAL STRESS

Hypothesis: The mean rank of the respondents regarding the rank as per assessing level of Occupational Stress.

Table 5.19

Elements	Mean Rank	Actual Rank
Intrinsic to the Job	4.87	3
Personal development stressors	5.13	5
Interpersonal relationship stressors	4.87	3
Occupational stressors	4.57	1
Task Stressors	4.63	2
Organizational Climate Stressors	5.89	7
Specific Work Factors	5.20	6
Physical Environment	6.48	8
Work Place Change	6.49	9
Uncertainty in life	6.87	10

It is seen from above table that the lowest mean rank is 4.57 for 'Occupational stressors'. It has the highest rank order value of 1. The highest mean rank is 6.87 for Uncertainty in life. It has the lowest rank of 10.

Kendall's Coefficient of Concordance

Kendall's W	0. 080

Kendall's co-efficient of concordance (W) was used to find is there any similarity among the respondents in their order of assigning the ranks. Kendall's (W) will vary between 0 and 1. Higher the value of (w) more will be the similarity of the respondents in their rank order. The Kendall's W found for the 10 items is 0. 158. This shows that there is very low similarity among the respondents in assigning the ranks.