

Occupational Stress and Its Impact on Psychological Health of Private College Teachers with the Mediation Effect of Coping Strategies in Chennai City

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ABSTRACT

The study sought to identify the variables influencing Chennai's private college instructors' psychological health, coping strategies, and work-related stress. The global financial crisis and the growth of globalization were ascribed by the International Labour Organization (ILO) to stress and rising demand. 250 academics who received questionnaires participated in the study, along with 220 professors from other institutions in Chennai. Only 220 were suitable for additional examination. Structural equation modelling, confirmatory factor analysis, quantitative statistics, and percentage analysis were used to examine the data. According to the study's findings, coping strategies and social support two essential psychological resources are important in lowering stress. The results advance our knowledge of how coping strategies help people cope with stress.

Keyword: Occupational stress, Private College professors, psychological health, coping strategies

1. INTRODUCTION

The majority of individuals concur that, in developed as well as developing nations, professional stress is a common occurrence that has detrimental impacts on one's health and finances. A popular definition of occupational stress is a gradual process in which severe behavioural consequences and negative health effects result from individual cognitive appraisals of professional stressors. Extreme pressure, insufficient control, excessive demands, lack of knowledge, and limited decision-making flexibility are some of the factors that contribute to workplace stress. Consequently, one of the organizational resources that influences an employee's workplace is the psychosocial safety climate (PSC). The PSC is a symbol of how much importance is given on mental health and wellbeing at work; That is, by putting in place policies, procedures, and practices that protect and improve workers' physical and mental security, management aims to provide a work environment that promotes workers' health. Consequently, workplaces with low PSCs are more likely to experience occupational stress. around the past few decades, occupational stress has become a major, complex, and costly issue in businesses all around the world. 1.1 Research problem According to the International Labour Organization (ILO), the global financial crisis and the impacts of globalization have had a major influence on the workplace, raising demand and leading to stress and related problems. For instance, in the UK, stress is the primary cause of missed work. In the European Region, around half of the workforce saw stress as "commonplace." Eighty-three percent of American workers say they experience stress at work. Occupational stress has a substantial detrimental economic impact in addition to its affects on employees' health and satisfaction. For instance, stress-related issues cost US businesses almost \$300 billion in medical expenses. According to an ILO research, companies in the United Kingdom and Europe are anticipated to spend a

combined £26 billion and €617 billion annually on treating employees with mental health illnesses.

❖ OBJECTIVES OF THE STUDY

- To study the profile of the Private college teachers working in Chennai city
- to determine the elements affecting the psychological well-being, coping mechanisms, and occupational stress of private college instructors in Chennai.
- to develop the connection between the psychological well-being of private college instructors in Chennai and occupational stress.
- To confirm how coping mechanisms mediate the relationship between psychological wellbeing and occupational stress.

THEORETICAL BACKGROUND

Jing Feng et al., (2022) sought to look at the prevalence of and contributing factors to occupational stress in Chinese general practitioners. Between October 2017 and February 2018, 3,236 medical professionals in eastern, central, and western China completed a standardized self-administered questionnaire. To identify the factors associated with work-related stress among general physicians, an ordinal logistical regression approach was used. Among general practitioners in China, work stress is highly prevalent. There was significant regional variance in the factors influencing occupational stress in general practitioners. The creation of regulations aimed at lessening GPs' work-related stress should be guided by these findings.

Akanji and Babatunde. (2013) Reaching a consensus on a definition of work stress seems difficult given the complexity of the concept of occupational stress and the recognition that no single method can fully capture the scope of the issue. In light of this, the goal of this research is to give a broad overview of some of the issues surrounding the way that occupational stress is conceptualized in the literature. In order to help managers see the importance of offering efficient stress management interventions that can improve employee well-being and organisational productivity, stress curative techniques are explored as solutions. Research using empirical data has shown that workrelated stress is a strong indicator of anxiety. Additionally, it had a negative correlation with psychological health and a favourable correlation with signs of depression. Nakao acknowledged that stress at work is a significant global contributor to mental health issues. Thus, it would seem reasonable to anticipate a connection between total mental health and professional stress.

❖ Hypotheses Development

Impact of Burnout on Role within institution

Ha1: There is a positive impact on Burnout on Role within institution Impact of Poor performance on Role within institution

Ha2: There is a positive impact on Poor performance on Role within institution Impact of Job strain on Role within institution

Ha3: There is a positive impact on Job strain on Role within institution Impact of Burnout on Intrinsic to job role

Ha4: There is a positive on Burnout on Intrinsic to job role Impact of Technical dimension on Poor performance to job rolling

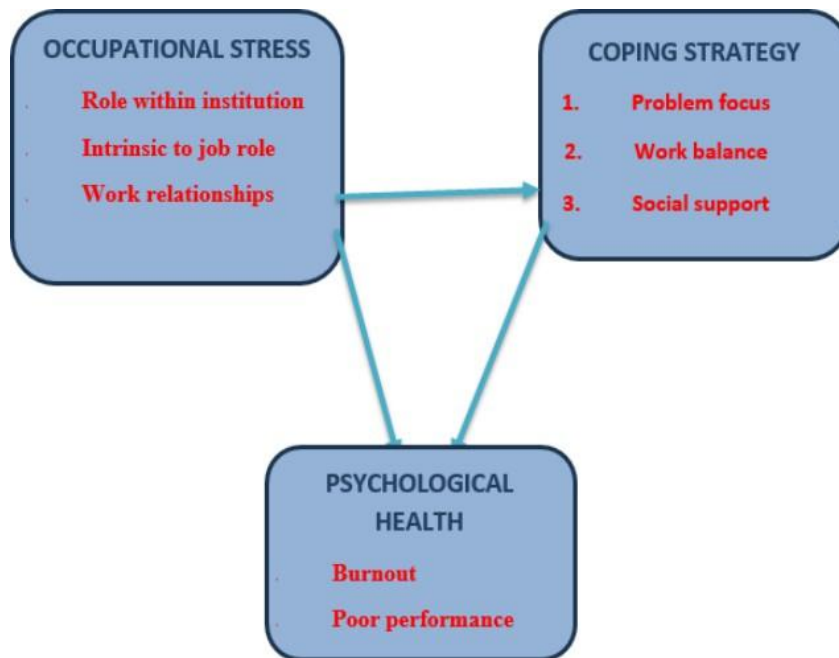
Ha5: There is a positive impact on Poor performance on Intrinsic to job role Impact of Job strain on Health and Intrinsic to job role

Ha6: There is a positive impact on Job strain on Health and Intrinsic to job role Impact of Burnout on Work relationships

Ha7: There is a positive impact on Burnout on Work relationships-being Impact of Poor performance on Work relationships

Ha8: There is a positive impact on Poor performance on Work relationships Impact of Job strain on Work relationships

Ha9: There is a positive impact on Job strain on Work relationships Impact of Technical dimension on Health and safety well-being.



I. Research Methodology

For the current study, a random selection of 220 professors from several private colleges located in different parts of Chennai made up the sample. Only instructors in the arts, sciences, and literature who have been designated as private college instructors are included in the sample. In order to get more material for the current research article, the researcher conducted interviews with a few junior and older teachers. After that, a sample of 250 professors employed by private colleges in Chennai were given questionnaires. Out of the 235 respondents to the questionnaire, only 220 could be used further.

2. RESULTS

Gender	No. of Respondents	Total Percentage
Male	118	53.6
Female	102	46.4
Total	220	100
Age	No. of Respondents	Total Percentage
Below 30	89	40.4
30 - 40	52	23.6
40 - 50	31	14.2
Above 50	48	22
Total	220	100
Education	No. of Respondents	Total Percentage
M.Phil.	38	17.2
Ph.D.	48	21.8
NET / SLET	66	30

M.Phil. with NET / SLET	37	16.8
Ph.D. with NET / SLET	31	14.2
Total	220	100
Experience	No. of Respondents	Total Percentage
Below 5 years	84	38
5 - 6 years	42	19
6 - 7 years	57	25.8
Above 8 years	37	17.2
Total	220	100
Marital Status	No. of Respondents	Total Percentage
Single	147	66.8
Married	73	33.2
Total	220	100

From the above table, it is clearly understood that majority of the respondents 53.6% percentage of the respondents are male and 46.4% are Female. Also, we can understand that majority of the respondents are belong to the age group of below to 30 with 40.4%, 23.6% of respondents are belong to 30 – 40 age group, 14% and 22% of respondents are belongs to 40 – 50 and above 50 age groups respectively. From the table, we can understand 17.2% of the respondents are holding M.Phil., 21.8% are Ph.D. Majority of respondents are unmarried with 66.8%, 38% respondents has below 5 years work experience.

❖ Measurement Properties, Discriminant Validity and Reliability

Variable	Cronbach's Alpha	Rho _ A	Composite Reliability	Average Variance Extracted (AVE)
Intrinsic to job role	0.805	0.957	0.945	0.742
Work relationships	0.797	0.937	0.921	0.746
Role within institution	0.723	0.929	0.929	0.765
Problem focus	0.709	0.922	0.919	0.738
Work balance	0.827	0.994	0.889	0.673
Social support	0.813	0.985	0.969	0.912
Burnout	0.863	0.957	0.79	0.52
Job strain	0.817	0.937	0.905	0.761
Poor performance	0.837	0.929	0.801	0.608

To validate the measurement model, we employed structural equation modeling (Lisrel program). The survey instrument's measuring characteristics are displayed in the table. With the exception of seven indicators, which had factor loadings ranging from 0.8 to 0.95, the majority of the indicators had loadings greater than 0.7. According to Hair et al. (2011), a value of 0.0 or above is considered appropriate. Despite the fact that these eight indicators are over 0.8 but below 0.95, we kept them since we employed proven metrics.

❖ Construct Reliability and Validity

To validate the measurement model, we employed structural equation modelling (Lisrel program). The survey instrument's measuring characteristics are displayed in the table.

Variables	Mean	S.D	1	2	3	4	5	6	7	8	9
Intrinsic to job role	3.74	0.9035	0.861								
Work relationships	3.842	1.0002	0.112	0.864							
Role within institution	3.662	0.9559	0.027	-0.027	0.575						
Problem focus	3.977	0.3822	0.118	-0.126†	-0.018	0.859					
Work balance	3.966	0.9357	0.093	0.095	0.142*	0.018	0.82				
Social support	4.342	0.5677	-0.064	-0.086	0.08	-0.08	0.137	0.955			
Burnout	4.359	1.0032	-0.136†	-0.1	0.054	-0	-0.051	-0.04	0.721		
Job strain	4.127	0.9551	0.059	0.179*	0.08	0.019	0.135†	0.056	0.054	0.87	
Poor performance	4.139	0.8671	-0.091	-0.051	0.043	0.049	0.049	0.06	-0.05	0.05	0.85

With the exception of seven indicators, which had factor loadings ranging from 0.8 to 0.95, the majority of the indicators had loadings greater than 0.7. According to Hair et al. (2011), a value of 0.0 or above is considered appropriate. Despite the fact that these eight indicators are over 0.8 but below 0.95, we kept them since we employed proven metrics.

❖ Structural Equation Model Before Mediation After Mediation

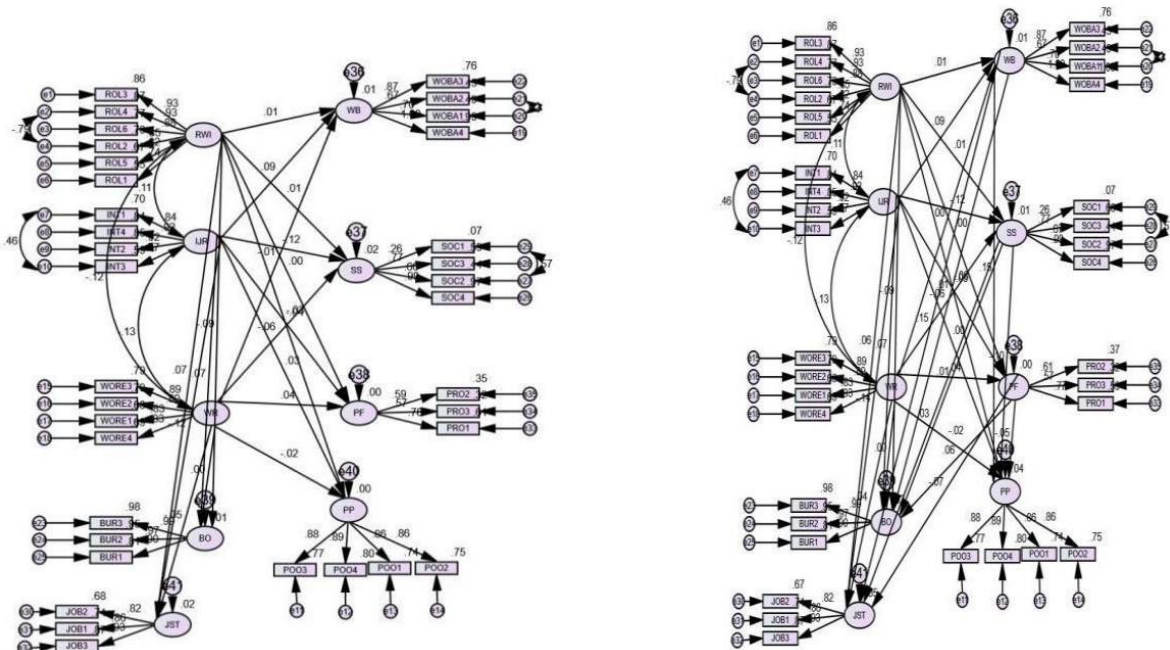


Table 4: Regression Weights Before Mediation

Hypothesis	Relationship	P-value	Results
H1	Burnout ← Role within institution	0.186	Not Supported
H2	Poor performance ← Role within institution	0.658	Not Supported
H3	Job strain ← Role within institution	0.352	Not Supported
H4	Burnout ← Intrinsic to job role	0.017	Supported
H5	Poor performance ← Intrinsic to job role	0.704	Not Supported
H6	Job strain ← Intrinsic to job role	0.036	Supported
H7	Burnout ← Work relationships	0.948	Not Supported
H8	Poor performance ← Work relationships	0.802	Not Supported
H9	Job strain ← Work relationships	0.526	Not Supported

Table 5: Regression Weights After Mediation

Hypothesis	Relationship	P-value	Results
H1	Burnout ← Intrinsic to job role	0.304	Not Supported
H2	Poor performance ← Intrinsic to job role	0.986	Not Supported
H3	Job strain ← Intrinsic to job role	0.043	Supported
H4	Burnout ← Work relationships	0.971	Not Supported
H5	Poor performance ← Work relationships	0.768	Not Supported
H6	Job strain ← Work relationships	0.757	Not Supported
H7	Burnout ← Role within institution	0.348	Not Supported
H8	Poor performance ← Role within institution	0.649	Not Supported
H9	Job strain ← Role within institution	0.359	Not Supported

We tested hypotheses after examining the measuring characteristics, reliability, and discriminant and convergent validity. Burnout was positively correlated with intrinsic job role ($p = 0.017 - p < 0.050$). H4. The association between work role and job strain was corroborated by the path coefficient ($p = 0.036$, $p = 1--16$).

We tested hypotheses after examining the measuring characteristics, reliability, and discriminant and convergent validity. There was support for the relationship between work role intrinsics and job strain ($p = 0.043 - p < 0.050$). H3. Burnout and Role within the institution had a route coefficient that was supported ($p = 0.014$, $p < 0.005$), H7.

3. CONCLUSIONS

Stress among private college instructors is becoming a more significant psychosocial issue due to its frequency and its detrimental effects on the field. While this scenario emphasises the need for effective coping strategies for all college students, teachers employed by private colleges, whose stress levels are much higher, are particularly in need of these interventions. Accordingly, our study's findings could make a substantial contribution to our knowledge of the roles played by social support and coping mechanisms, two crucial psychological resources, in the reduction of stress

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