



WORK STRESS DURING PANDEMIC LEADS TO IMBALANCE IN FAMILY INVOLVEMENT – AN EXPERIMENTAL STUDY

Shobana R

Ph.D Research Scholar (Full-Time), Department of Management Studies,
Bishop Heber College (Autonomous), (Affiliated to Bharathidasan University),
Tiruchirappalli, Tamil Nadu, India

Dr. Michael David Prem Kumar

Head & Associate Professor, Department of Management Studies,
Bishop Heber College (Autonomous), (Affiliated to Bharathidasan University),
Tiruchirappalli, Tamil Nadu, India

ABSTRACT

Necessity is the mother of invention. One such quest arises during the pandemic in the all the sectors especially in the teaching industry. The adoption of new teaching learning pedagogy was become mandatory in the new normal. It is necessary for us to examine the impact of adopting the new technology, which will helps to rectify the flaws to continue them in the near future. The study reveals the impact in different determinants namely health, psychology, emotional so on and so forth. The study identifies the mindset of the teaches in continuing the new technologies. The article was also directing the institutions overcome the hurdles faced by the teachers.

Key words: Teachers, Technology, Teaching Pedagogy, Work Stress.

Cite this Article: R. Shobana and Michael David Premkumar, Work Stress during Pandemic Leads to Imbalance in Family Involvement – An Experimental Study, *International Journal of Management (IJM)*, 11(12), 2020, pp. 3827-3831.
<https://iaeme.com/Home/issue/IJM?Volume=11&Issue=12>

1. INTRODUCTION

Stress becomes the vital part of human life and it now becomes inseparable part. Globalization is the base for the drastic adoption of job culture. We as a human being have no other chances expect accepting this change. The change should not result in destroying the human factor. The inventions and innovations should align with the humanity (Chitra, 2020). Because the job is vital sources for the human mankind to satisfy the wants and needs of individual and their family members (Gopinath, 2020a). Therefore the humans want to rule the technology but not vice versa. In addition to this pandemic situation creates more pressure on the jobs because of

the remote working. Incorporating the new technologies coping with the changes, learning the new things so on and so forth makes the life more complex (Gopinath, 2020b). Irrespective of profession, job, and business it has a wide spread rather. One among the major profession is teaching (Gopinath, 2019). There is a paradigm shift in the teaching and learning pedagogy. But the problem here is the technical literacy, easy adoption of technology, new preparation methods, time spent on preparations, all lies on the same shoulder. This is the problem we are going to address in this study. in contrast to which there are other dark side to discuss, nevertheless the impact of adopting the technology (Gopinath & Chitra, 2020a). There are negative aspects to health, psychological, psychological are also to be considered. Long hours of preparations, reduction in family time, eye pain, fatigue, back pain, headache, neck pain and the list goes on. Automatically the real time scenario is the deliberate evident for acknowledging these things. Resulting of which is increase in the stress level, anxiety, fear and all other aspects. The study reveals the fact that how the teaching federation coping with the new teaching learning pedagogy and out of which what are the causes and effects they are going to face all those this will be revealed (Gopinath, 2020c).

2. PROS AND CONS OF REMOTE WORKING- A NEW PHASE

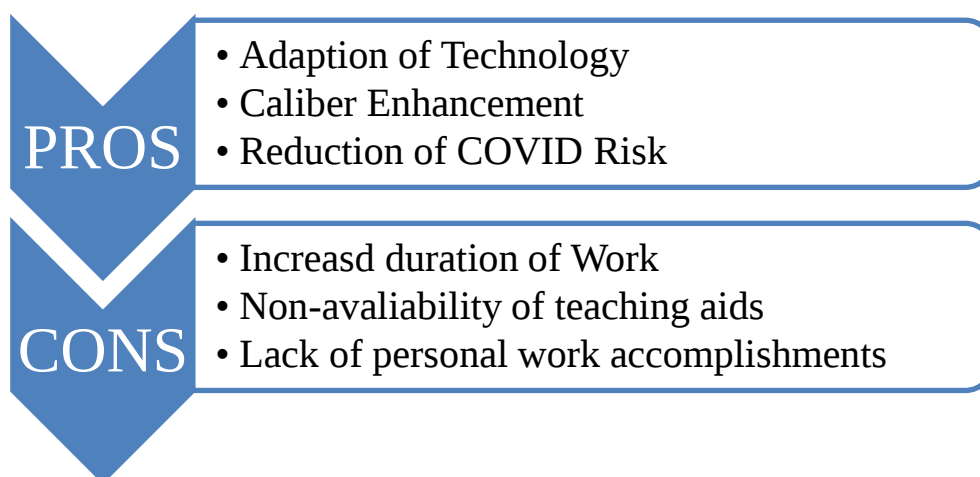


Figure 1

3. RESEARCH DESIGN

3.1. Statement of Problem

Any new adoptions will always have the cause and effect at the initial stages. It is necessary to examine the cause and effect to identify the need of technology to be continued to be in the near future. This study will examine the fact of adopting the new technology of teaching and learning pedagogy adopted by the college teachers during pandemic.

3.2. Objectives

The objective of the study is

- To identify the job stress during pandemic.
- To offer suggestions to reduce the stress level.

3.3. Methodology

The study was conducted at various arts colleges located at Tiruchirappalli district. Total 50 samples are collected from the teachers in the arts college from different categories. For this convenience sampling techniques are used for the study. The data are collected through the

structured questionnaire by using Google forms. Simple percentage analysis, graphs and charts are used for analysis and interpretation of the study.

3.4. Limitations

- The study is confined to time limits
- The study is only with the arts colleges teaching staff.
- It has the geographical constraints
- The tools used for the study has its own limitations.

4. ANALYSIS AND INTERPRETATION

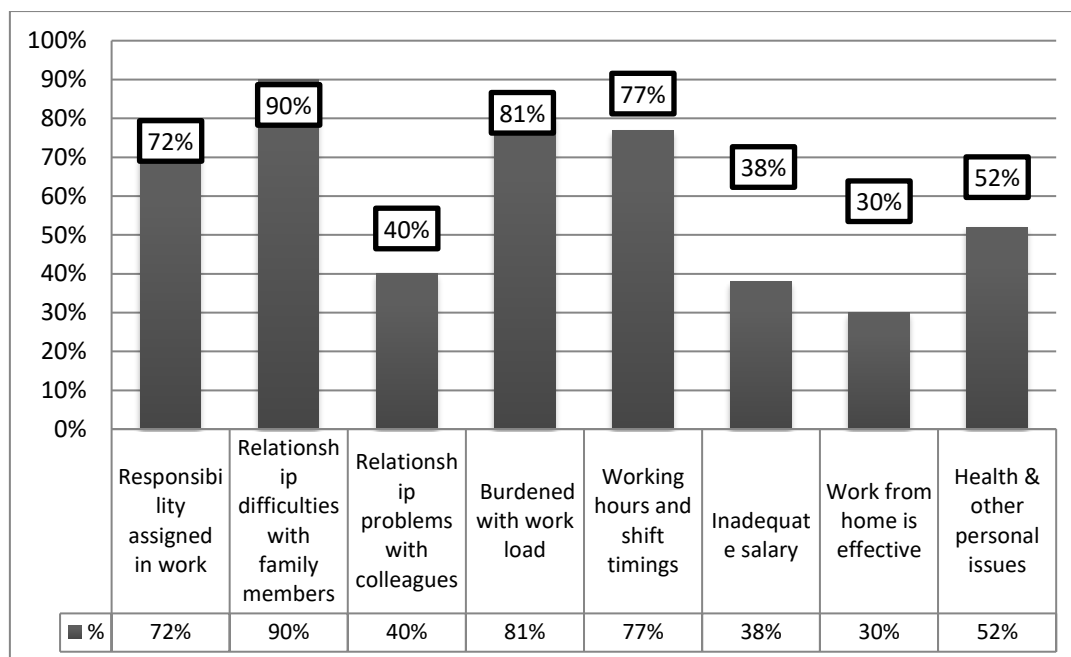
Table 1 Demographic profile of the respondents

S.No	Opinion		%
1	Age	Below 30 years	20
		30 - 35 years	21
		Above 35 years	09
2	Marital Status	Single	44
		Married	06
3	Educational Qualification	Post Graduation	05
		M.Phil	08
		Ph.D	37
4	Experience	1-3 years	19
		3-6 years	16
		6-9 years	11
		Above 9 years	14

Source: Compiled from primary data

Table 2 Factors of Stress

Attributes	%
Responsibility assigned in work	72%
Relationship difficulties with family members	90%
Relationship problems with colleagues	40%
Burdened with work load	81%
Working hours and shift timings	77%
Inadequate salary	38%
Work from home is effective	30%
Health & other personal issues	52%



Source: Compiled from primary data

Figure 2

5. DISCUSSIONS AND RESULTS

It is being inferred from the Table 2 and Figure ,90% of the respondents say that they have some relationship difficulties with the family members because of this remote working, 81% of the respondents feel that they are burdened with work load, 77% of the respondents feel that they are having problem with working hours and shift timings because they feel that they are work hours has taken up their personal timing, 30% of the respondents agree that remote working option is comfortable but the majority of the respondents feel that work from home is not a comfortable mode of working, 38% of the respondents find it difficult to manage the expenses incurred for purchase of teaching aids and addressed as inadequate salary (Gopinath, 2020d).

6. SUGGESTIONS

In the real time scenario the teachers are not willing to continue the new teaching pedagogy in the near future. Therefore if the situation requires the new changes to continue, the institutions want to provide the required aids and facilities to have a comfortable teaching (Gopinath, 2020e). The institutions also want to consider the impacts arising out of the technology and reduce the work load of the teachers in various means. This would help them to accomplish the work in the efficient manner. This also helps them to improve the health as well. The institutions should also provide the proper training and guidance to the teachers (Gopinath et al., 2020).

7. CONCLUSION

The stress is the important factor which consists of positive and negative aspects. There is some good stress which is called as Eustress. The technology should motivate the mankind foe enrichment, it should not ruin humanoid. Therefore it is mandatory for the benefit of human society to have more human component in innovation and inventions (Gopinath & Chitra, 2020b).

REFERENCES

- [1] Kothari.C.R., Research Methodology, Vikas Publication House, New Delhi, 1967.
- [2] Chitra, A. (2020 b). Study on Impact of Occupational Stress on Job Satisfaction of Teachers during Covid-19 Pandemic Period. *Global Development Review*, 4(2), pp.52-62.
- [3] Giankos, Irene.”Gender Roles and coping with work stress”, *A Journal of Research* 2000; (June):1-13.
- [4] Gopinath, R. (2019). Job Involvement Influence to Knowledge Management – A Study. *International Journal of Research*, 8(5), 1461-1466.
- [5] Gopinath, R. (2020). A study on relationship between Organization Climate and Job Satisfaction of Private College Faculties, *Global Development Review*, 4(2), 16-22.
- [6] Gopinath, R. (2020). Assessment of Demographic Characteristics and Self-Actualization Dimensions of Academic Leaders in Tamil Nadu Universities: An Empirical Study. *Asian Journal of Engineering and Applied Technology*, 9(2), 1-7.
- [7] Gopinath, R. (2020). Influence of Self-Actualization on Job Involvement and Organizational Commitment among Academic Leaders with Structural Equation Modeling, *Journal of Critical Reviews*, 7(19), 3647-3654.
- [8] Gopinath, R. (2020). Mediating Role of Job Satisfaction on the Effect of Self-Actualization to Organizational Commitment and Job Involvement. *Solid State Technology*, 63(6), 16500-16511.
- [9] Gopinath, R. (2020). Priorities of Self-Actualization among the Academic Leaders of Tamil Nadu Universities with Reference to Demographic Profile. *Asian Journal of Managerial Science*, 9(2), 1-10.
- [10] Gopinath, R., & Chitra, A. (2020). Business-Family Interface and the Capacity of Managing Challenges Faced by the Women Entrepreneurs of Informal Sector - A Relationship Study, *TEST Engineering and Management*, (83), 24905– 24911.
- [11] Gopinath, R., & Chitra, A. (2020). Dynamics of family structure on Emotional Intelligence of Secondary School Children, *NOVYI MIR Research Journal*, 5(5), 105-115.
- [12] Gopinath, R., Chitra, A., & Kalpana, R. (2020). Emotional Intelligence and Knowledge Management- A Relationship Study, *International Journal of Advanced Research in Engineering and Technology*, 11(11), 2363-2372
- [13] Lokanadha Reddy. M, Mohan Reddy.P “Quality of work life of employees: Emerging Dimensions” - *Asian Journal of Management Research*, Vol.1, Jun 2010
- [14] Willingham, Jacqueline G. “Managing Presenteeism and Disability to Improve Productivity. *Benefits & Compensation Digest*. 45.12 (Dec. 2008).