



Bharath

INSTITUTE OF HIGHER EDUCATION AND RESEARCH

(Declared as Deemed-to-be University under section 3 of UGC Act, 1956)
(Vide Notification No. F.9-5/2000 - U.3, Ministry of Human Resource Development, Govt. of India, dated 4th July 2002)



Phone : 044-22290742 / 22290125 . Telefax : 044-22293886
Website : www.bharathuniv.ac.in

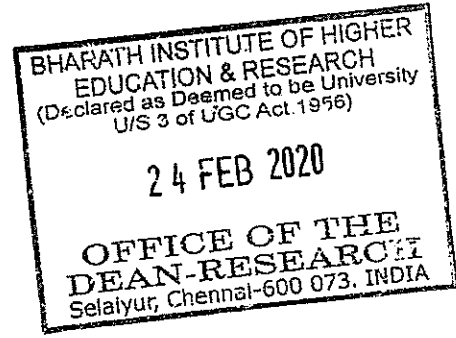
173, Agaram Road, Selaiyur, Tambaram,
Chennai - 600 073. Tamil Nadu.

RefNo.SMS-2018-O-32

Date: 24/02/2020

TO

Mr. R. Ramamoorthy,
Asst. Professor/ MBA,
BIHER.



Thro: Concern Head of the Department

Greetings!!!

We are happy to announce that the Research Advisory Committee has approved your proposal for Seed Money Scheme-2018 which was presented by you. You are requested to complete the proposal and send the progress report to the Dean Research in the prescribed time period.

Title of the Project: Stress Management of Teaching Professional

Seed Money Amount: Rs.1, 00,000/- (Rupees One Lakh Only)

Approved on: 20/02/2020

Payment details:

Voucher No.32

Dated: 28/02/2020

With Regards

Dean-Research

Shree University

SELAIYUR, CHENNAI - 600 073, TAMIL NADU, INDIA.

CASH / PAYMENT VOUCHER

Date: 28/02/20

V.No. 032

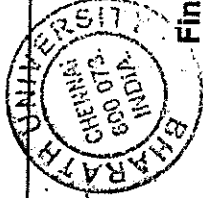
Debit _____ Amount _____

Rs. 1,00,000/-

PAID TO Mr. R. Ramesh

RUPEES one lakh only.

TOWARDS Seed money Scheme - 2018.



Authorised by Nar

Finance Manager



[Signature]

Payee's Signature

Cashier/Accountant

PROPOSAL SUBMISSION

1. Details of Principal Investigator:

Name : Ramamoorthy R
Designation : Assistant Professor
Highest Qualification : MBA. (PhD)
Department : Management Studies
E-mail : ramamoorthy0071@gmail.com
Contact No : 9962062621
Date of Joining : 04.01.2017

2. Details of Co - Principal Investigator

Name : Dr. A. Ravikumar
Designation : Associate Professor
Highest Qualification : Ph.D
Department : Management Studies
Email : rera25gmail.com
Contact No : 7904643618
Date of Joining : 10.10.2012

Technical Details

1. Introduction

Now a day's workplace stress is a very frequent problem that the world is experiencing in the past few decades which occurs as a matter of conflict between the job demands on the employee and the employee's control over meeting those high demands. Stress factor is still dominant, irrespective of the nature of the work, skill, proficiency and expertise in the field, because of surmounting competitiveness, demands, unrealistic targets, peer pressure and urge to develop and grow in a faster pace. The lack of work –life balance and improper personal care has resulted in various health related issues and psychological stress on the family and individual. As a cautionary note, the World Health Organisation (WHO) has indicated stress as an "Epidemic across Globe". The United Nation Organization (UNO) calls the stress resulting from job as "the disease of 20th Century". The threatening fact is that, even the strongest person by mind and will power are found to be disturbed because of the stress inflicted in today's work culture. Lack of organisational culture, self-centred competitiveness among the individuals striving for power, quick financial profits, expectation of management for round the clock availability of employees, job insecurity, work on threat, poor motivation from organisation, individuals knowledge and coping with the demands etc.,. Advancement in communication technology and network connectivity is indeed to be treated as a curse in disguise in most of the cases leading to huge stress as it has reduced the individuals' personal space for family and social life by keeping always engaged in a way or other with the workplace.

Stress

Stress is a psychological condition, which has given rise to a curiosity in understanding the underlying factors that which is actually contributing to the stress irrespective of position and job. A recent observation clearly indicates that stress is absolutely at all levels of an organisation depending on the responsibility the individual holds. Stress is a complex subject to be confined within a definition as it depends on individuals capability, capacity and emotional tolerance to deal a situation. Stress in workplace is generally characterised with the gap between potential of the worker and demands of the job. Stress can be subjective as well as objective stress.

Theoretically stress is defined as “the consequence of imbalance between ability and environment and perceived inability to manage that” “- Harisson. It is the general wide terms applies to the pressure in the life of people. Stress in work is totally inevitable immaterial for the nature of job. Around the clock work scenario employees are left with no option than to perform or perish. Thus they experience high level of stress. However the individual reaction to stress divers widely and varyingly. The reaction exhibited by an individual during stressful situation will produce positive or negative results based on the way they handle. When the pressure piles up it strain not only emotions but also physical state of an individual. When stress goes beyond a level it damages their performance, physical and mental well-being and ability to handle environment. Employees who are stressed undergoes nervousness and worry, they are easily provoked and take longer time than usual to relax, sometimes not able to relax. They may opt for negative habits like alcoholism, drugs and it may also result in non-cooperation. Stephen Robbins express that stress associated with objectives, constraints and environmental demands. In this list few prevents what they have to expect and remaining part loosing something they desired. All the components are necessary to have actual potential stress. The level of stress not only increases based on outcome but mainly from the uncertainty of outcome. Employees of current generation is a toddler who wants everything at that moment. Similarly employee wants everything at the shortest period possible. Earlier they had an option to detach themselves from work after working hours. Now due to invasion of technology employee gets virtual workplace option and thus it becomes hard for employees to detach from work even at home.

This lifestyle also means stress, tension and exhaustion for both the spouses. For many working couples parenthood means guilt, stress and more stress, Stress prevails in both home and organization and it is called as “double stress cocktail” which has adverse effects on the husband, wife and the children. The surprising fact is that in the millennium plus years, not only I.T. (Information Technology), ITES (Information Technology Enabled Services) and Software, other sectors like healthcare, banks (public and private) media, construction and card franchise operations are emerging as “high stress zones”. These are the results of a survey carried out by the Chamber of Commerce and Industry in the year 2007. Stress affects employee commitments towards the job and in turn it affects efficiency and productivity of an organization in Toto.

2. Review of status of Research and Development in the subject

Mousa et al. (2015), analysed the status of organizational climate of Iranian academic libraries and formulated structural equation model. 520 respondents belonging to 96 central libraries of Iranian governmental universities were chosen as sample for the study. The result revealed that values of factor analysis showed that the effect of all indicators on organizational climate was significant. The factor loading of the pass model indicates that among the nine indicators, climate for psychological safety, climate for innovation and climate for leadership had a higher impact on organizational climate of the libraries. The model found to be fit.

BhawanaSaun et al. (2016), investigated the effect of organizational climate on Teacher's Motivation. The exploratory study conducted through quantitative research and regression was applied to analyse the relationship. The result revealed that the independent variable (Organizational climate) had strong and positive effect on Teacher's Motivation. Moreover the study identified if the organizational climate is increased, the Motivation will also be increased. Furthermore the study recommended that there should be a planned change and suitable working environment, so that teachers can do their work with their full potential and will be highly motivated.

Chaitra et. al., (2016), the traits of work, stress, the authority with responsibility, part timings, over timings at work, recognition level is poor, even after long working hours, support from organization is very low and all these variables were taken into consideration. Overtime, travelling to work, meeting and training after working hours are main reason for stress among employees.

Vikas Madhukar (2017), The study analysed the views of different authors on organisation climate. However, there was no uniformity of opinions about the dimensions of organisational climate. The study also identified climate researchers have assessed the specific climate rather than attempting a single and central view of dimensions.

Maruthamuthu et.al (2018), in this paper author analysed the causes of imbalance of employees and their stress, performance at work and work life balance. Changes in technology, societal pressure, individual ambitions, increased competition and additional

responsibilities were causes of stress and imbalances in work life. Job security, better condition of employment and job satisfaction were identified as stress reducing factors and enhances work life balance.

2.1 International Status: NIL

2.2 National Status: NIL

3. Progress/achievement so far,

- a) Reference papers was collected.
- b) Literature survey was studied.
- c) Proposal work has been started by constructing questions for Pilot Study.

4. Work Plan:

- Data Collection
- Analysis

4.1 Methodology:

In this study the term “Social and Life sciences Colleges” is used to denote Arts & Science Colleges. “Technological Institution” is used for Engineering/Architecture Colleges, “Professional Courses” for MBA and MCA departments. “Higher educational institutions” denote colleges.

These terms are used to make the inter-institution comparison more relevant. The term “respondent” is used to denote a teaching staff employed in any of the institutions mentioned earlier. This term is used for the sake of clarity and avoiding verbosity, while framing the hypotheses and subsequent data analysis followed by findings and suggestions in the following chapters. Since suggestions are applicable equally to both, respondents in colleges, the segregation (institution-wise) is not followed in the chapter containing suggestions.

Primary data:

Raw data, also known as primary data, is data (e.g., numbers, instrument readings, figures, etc.) collected from a source. In the context of examinations, the raw data might be described as a raw score. Primary data for the study collected using structured questionnaire

Secondary data:

Secondary data refers to data that is collected by someone other than the user. Common sources of secondary data for social science include censuses, information collected by government departments, organizational records and data that was originally collected for other research purposes. Secondary data for the study collected through websites, journals, magazines and any published records of government and private organization.

Sampling Method:

Convenience sampling: Convenience sampling means selecting sampling units which are conveniently available to the researcher. When a population cannot be defined, there is no other alternative but to use convenience sampling. This research study uses convenience sampling.

Sampling Frame

The sampling frame consists of self-financing financing colleges. Various Arts & Science colleges, Engineering and Architecture colleges and Management and Computer Application institutions.

Research Instrument

The research instrument, questionnaire consists of 43 questions, out of that 37 were likert scale statements and remaining were open ended questions.

Sample size; 620 staff members were drawn from various self-financing colleges.

4.2 Time Schedule of activities giving milestones through BAR diagram.

Work plan (including detailed methodology and time schedule)

Sl. No.	Activity / Milestone	1 st Year		2 nd Year	
1.	Literature review	0-6			
2.	Questioner Construction		6-12		
3.	Pilot Study			13-14	
4.	Data Collection				15-18
5.	Analysis & Findings				19-24

4.3. Expected outcome within the time period of Seed Money Scheme

- a) Data Collection can be completed within the time period of Seed Money Scheme.
- b) For a real time field work can be done within the time period of Seed Money Scheme.

5. Suggested Plan of action stating the name of funding agency where the project will be communicated for financial support within the time period of project.

Nil

6. Bibliography: Nil

7. List of Projects submitted/implemented by the Investigators (Separate for Pi and Co-PI)

Nil

7.1 Details of Projects submitted to various funding agencies:

Sl. No.	Title	Cost in lakhs	Month of submission	Role PI/ PI	as Co-	Agency	Status
	NA	NA	NA	NA		NA	NA

7.2 Details of Projects under implementation

Sl. No.	Title	Cost in lakhs	Duration	Role as PI/ Co-PI	Agency
	NA	NA	NA	NA	NA

7.3 Details of Projects completed during the last 5 years

Sl. No.	Title	Cost in lakhs	Duration	Role as PI/ Co-PI	Agency
	NA	NA	NA	NA	NA

8. List of publications published by the investigators, if any:

Publication details of Co-PI

S.No	Title of the Paper	Name of the Journal	Year of Publication	Specify Scopus indexed/ web of Science/ UGC listed journals
1.	Purchasing Conduct of Provincial and Urban Buyers in India: The Effect of Bundling	JCR – Journal of Critical Reviews	ISSN- 2394-5125 Vol 7, issue 19, July 2020	JOURNAL OF CRITICAL REVIEWS SCOPUS
2.	Purchaser Behavior towards electricity – a field report	JCR – Journal of Critical Reviews	ISSN- 2394-5125 Vol 7, issue 19, July 2020	JOURNAL OF CRITICAL REVIEWS SCOPUS
3.	“STRATEGY OF HYPERMARKETS OF FRUITS AND VEGETABLES RETAILING IN TAMILNADU”	IJM – International journal Management	ISSN Print: 0976-6502 ISSN Online: 0976-6510 Volume 11, Issue 8, August 2020	IJM IAEME Publications SCOPUS
4.	An Analysis Into Demographic Effect On Stress Level Among Employees In Private Colleges	International Journal of Advanced Science and Technology	International Journal of Advanced Science and Technology Vol. 29, No. 8, (2020), pp. 5285 - 5288	IJAST SCOPUS
5.	Structural Equation Model For Stress Among Employees In Affiliated Colleges	International Journal of Advanced Science and Technology	International Journal of Advanced Science and Technology Vol. 29, No. 8, (2020), pp. 5279 - 5284	IJAST SCOPUS
6.	Conceptual overview into stress among teaching fraternities	JCR – Journal of Critical Reviews	JCR, 2020 7(15) 363-365	JOURNAL OF CRITICAL REVIEWS SCOPUS
7.	An Empirical Insight into stress among teaching professionals	JCR – Journal of Critical Reviews	JCR, 2020 7(15) 366-368	JOURNAL OF CRITICAL REVIEWS SCOPUS

9. Budget

S.No.	Item	Estimated Expenditure
i)	Hiring Charges - Sample Analysis - Stenographic Services for Questionnaire/ Schedule preparation - Photo copying charges - Skilled / Unskilled field worker (including payment to field workers/data collection personnel) - Consultancy fees	10,000
ii)	Travel & Field work	10,000
iii)	Contingency	10,000
iv)	Books & Journals	15,000
v)	Equipment - Desktop PC with preloaded OS (Hired) - Printer cum photocopier (LaserJet) (Hired)	15,000
vi)	Organizing/Attending/Presenting a Conference or Seminar or Symposium	15,000
vii)	Publication of Proceedings as an edited book through a reputed publisher	20,000
viii)	University Overhead Charges	5,000
Total		1,00,000

10. Name of at least two subject experts from the Institute and one from the outside Institute with their contact details:

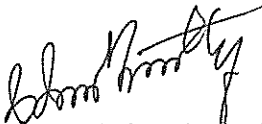
- a) Dr.K. Maran – Director, Sairam Institute of Management Studies, Chennai.
- b) Dr.J.Pavithra – Associate Professor Management Studies, Chennai.

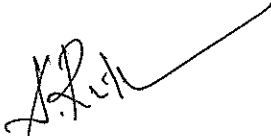
CERTIFICATE FROM THE INVESTIGATOR

Project Title: **STRESS MANAGEMENT OF TEACHING PROFESSIONAL**

It is certified that

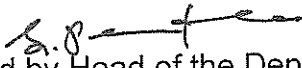
1. I do hereby agree to submit a complete proposal for financial support to the external funding agency within the time period of SMS-2018
2. I undertake that spare time on equipment procured in the project will be made available to other users.
3. I agree to submit a certificate from Institutional Biosafety Committee, if the project involves the utilization of genetically engineered organisms. I also declare that while conducting experiments, the Biosafety Guidelines of Department of Biotechnology, Department of Health Research, GOI would be followed in to.
4. I agree to submit ethical clearance certificate from the concerned ethical committee, if the project involves field trails/experiments/exchange of specimens, human & animal materials etc.
5. I agree to abide by the terms and conditions of SMS-2018, BIHER, and Chennai.



Name and signature of
Principal Investigator
(R. Ramamoorthy)


Name and signature of
Co-Principal Investigator
(Dr. A. Ravikumar)

Date: 23.12.2019

Place: Chennai - 73


Forwarded by Head of the Department


Signature of the Head


PROJECT EVALUATION FORMAT

Recommendation Sheet

Name of the Principal Investigator	R.Ramamoorthyl
Name of the Co-Investigator	Dr. A. Ravikumar
Name of the Department	<i>Tourism & Hospitality Management</i>
Title of project	STRESS MANAGEMENT OF TEACHING PROFESSIONAL
Recommendation of the evaluation committee	<i>— Recommended —</i>
Financial allocation recommended	<i>Rs. 1,00,000/-</i>

S.No.	Item	Estimated Expenditure
i)	Hiring Charges - Sample Analysis - Stenographic Services for Questionnaire/ Schedule preparation - Photocopying charges - Skilled / Unskilled field worker (including payment to field workers/data collection personnel) - Consultancy fees	10,000
ii)	Travel & Field work	10,000
iii)	Contingency	10,000
iv)	Books & Journals	15,000
v)	Equipment - Desktop PC with preloaded OS (Hired) - Printer cum photocopier (LaserJet) (Hired)	15,000
vi)	Organizing/Attending/Presenting a Conference or Seminar or Symposium	15,000
vii)	Publication of Proceedings as an edited book through a reputed publisher	20,000
viii)	University Overhead Charges	5,000
Total		1,00,000

Name and Signature of the Research Advisory Committee members with date


(Dr. P. Noreen Chandra)