

TO STUDY THE IMPACT OF STRESS ON ROLE EFFICACY ON MALE FACULTIES OF MANAGEMENT DISCIPLINE WITH SPECIAL REFERENCE TO BAREILLY

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ABSTRACT

The world today is more pervasive and dynamic than it has ever been, and too many societal developments are making people's lives more difficult on a daily basis. Gone are the days when employers only expected their staff to perform well in their specialized positions. Organizations today need employees with the capacity to multitask, be adaptable, and have flexible working styles. No organization can exist if it does not know how to adapt to changes, and the Human Resource within an organization is the agent through which changes can be made. This research paper aims to find the impact of stress on role efficacy of Male faculties.

Keywords: Role Efficacy, Management, Academician

1. INTRODUCTION

The modern world is more fast-paced and interconnected than ever, with many societal changes making daily life increasingly challenging. In the past, employees were expected to focus solely on their specific roles, but today's organizations require workers who can multitask, adapt quickly, and embrace flexible work styles. Businesses must be able to adjust to change to survive, and their workforce plays a crucial role in driving that transformation.

The pressure businesses face today often trickles down to employees, either directly or indirectly, increasing their susceptibility to workplace stress. As a result, ongoing stress has become common among employees, potentially leading to issues such as depression, work-life imbalance, and other related challenges,

Review of literature on Stress Management

Dr.J.vijayadurai, Mr.S.venkatesh (2012) studied about the stress management among women College teachers in his paper he stated that it's a real challenge for college teacher and their employee institution that the stress problem should be continuously monitor. Further it's important to find the important Problems with stress and how to deal with them, as well as promoting healthy work and decreasing detrimental parts of it. Work can be a self-promoting activity as long as it is done in a safe and healthy atmosphere with effective employers and supervisors giving leadership in coping with work-related stress.

Kaspereen, D. (2012) The study's goal was to see how effective meditation technique can be helpful in reducing stress among faculty members and staff members. Mindfulness meditation's effect on overall stress, perception, stress at work, and life satisfaction was investigated by the author. This quantitative, experimental study enlisted the help of 54 teachers and staff members from a nearby high school. RT was held once a week for four weeks, lasting 32-45 minutes per session. They were divided into two group one is the intervention relaxation group and the other is control group the outcome was as a whole stress and perceived work stress fell, while life satisfaction rose, indicating that the intervention was effective. was beneficial. There were no substantial gains in the control group.

Vinita Sinha & Ashy Abraham & Bhavya Bhaskarna & Kevin Xavier & Karthik Kariat, 2014. Several studies have been carried out in the recent past on effectiveness in the workplace in IT sector. Authors and researchers have made in depth studies of the internal dynamics of the organizational structure, organizational culture, organizational learning, managerial behaviour and resistance to change and recommended many methods in negotiating the complex aspects that a specific role is likely to bring to the organization in this sector. With this in view, a study on Role Efficacy has been carried out on major multinational organizations across the IT industry in India. The main purpose of the study was to examine the level of role efficacy in IT companies. A secondary purpose was to investigate the influence of role efficacy on the lines of employee engagement, motivation and attrition. Role Efficacy Scale developed by Udai Pareek (1980) has been used to assess the level of role efficacy possess by the 55 employees of various IT companies in India. The result of this study reveals that above mentioned three issues were widely affected on the middle management in the IT companies. Key finding of the present piece of work is role efficacy has been found to be one of the instrumental factors in determining the level employee engagement, motivation and attrition. The implications of the finding have also been discussed in terms of the culture of organizations of the IT sector.

Hans Selye's General Adaptation Syndrome (1950s): Hans Selye introduced the concept of the General Adaptation Syndrome, describing how organisms respond to stress in three stages: alarm, resistance, and exhaustion. While Selye's work laid the foundation for stress research, it did not specifically address role efficacy.

Kahn et al.'s Organizational Stress Studies (1964): Kahn and colleagues conducted seminal research on organizational stress, focusing on role conflict and role ambiguity. Their work highlighted how unclear or conflicting role expectations can lead to stress, potentially impairing an individual's effectiveness in their role.

Pandey's Study on Role Efficacy and Role Stress (1992): Anirudh Pandey explored the relationship between role efficacy and role stress, examining how an individual's perception of their ability to perform a role (role efficacy) is influenced by role stressors. This study provided insights into how stress within organizational roles can impact an individual's confidence and effectiveness.

Job Demands-Control Model (1979): Robert Karasek's Job Demands-Control Model proposed that job strain results from the interaction between job demands and the level of control an individual has over their work. High job demands coupled with low control can lead to stress, which may negatively affect role efficacy.

Job Demands-Resources Model (2001): Developed by Demerouti et al., this model expanded on previous frameworks by incorporating a broader range of job demands and resources. It suggests that while high job demands can lead to stress and burnout, the presence of adequate resources can mitigate these effects and support role efficacy.

2. RESEARCH METHODOLOGY

The methodology used for conducting the research. It explains the research design, describes the sample and sampling methods, identifies the variables under study, and details the selected measurement instruments, data collection methods, and formulated hypotheses. Additionally, it clarifies the research objectives and the appropriate methodology for achieving them.

The primary objective of this study was to study the impact of stress on role efficacy on male faculties of management faculties to achieve this, an in-depth analysis was conducted on organizational role stress experienced by faculty members and their corresponding role efficacy levels. second objective was about coping strategies to minimize stress. To gain a comprehensive understanding of the relationship between the two variables, a correlation analysis was conducted between all dimensions of organizational role stress and role efficacy. Additionally, the study aimed to assess the stress levels and role efficacy of academicians. For this, the collected data were scored following the guidelines provided by Dr. Udai Pareek, whose designed questionnaires were used as the primary data collection tool.

Research Setting:

The study was conducted in management colleges across the Bareilly region, including all BBA and MBA institutions. This setting was chosen due to the challenges faced by the management education sector in recent years. The rapid growth that once benefited the sector has slowed down, leading to many institutions struggling and even shutting down. These circumstances motivated the researcher to examine the role stress experienced by faculty members in this field.

Sample Size

The data was collected from Management colleges of Bareilly 100 questionnaires was distributed out of which 80 returned back by the respondents. some of the responses were incomplete so they were rejected out of which 70 questionnaire was found suitable.

Data Collection:

Data was gathered using structured questionnaires. The researcher personally visited faculty members to ensure the questionnaires were completed. The questionnaire comprised three sections: the first collected personal demographic details, the second measured organizational role stress (ORS) using the ORS scale from *Training Instruments in HRD and OD* by Pareek & Purohit (2011), and the third assessed role efficacy using the role-efficacy scale from the same source, published by Tata McGraw Hill.

Objective

1. To study the impact of stress on role efficacy on male faculties of management faculties

Hypothesis

H0 There is no impact of stress on role efficacy on male faculties of management faculties.

H1 There is impact of stress on role efficacy on male faculties of management faculties

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3. DATA ANALYSIS AND INTERPRETATION:

A1		0.20		0.85		0.71		0.56		0.44		0.67		0.58		0.49		0.42		0.36	
B1		0.44		0.08		0.83		0.68		0.55		0.63		0.59		0.53		0.47		0.41	
C1		0.71		0.83		1.00		0.80		0.64		0.59		0.56		0.51		0.45		0.39	
D1		0.56		0.68		0.80		1.00		0.84		0.54		0.51		0.47		0.42		0.37	
E1		0.44		0.55		0.64		0.84		1.00		0.50		0.47		0.43		0.39		0.35	
A2		0.67		0.63		0.59		0.54		0.50		0.58		0.92		0.85		0.78		0.72	
B2		0.58		0.59		0.56		0.51		0.47		0.92		1.00		0.93		0.87		0.81	
C2		0.49		0.53		0.51		0.47		0.43		0.85		0.93		0.43		0.95		0.90	
D2		0.42		0.47		0.45		0.42		0.39		0.78		0.87		0.95		1.00		0.97	
E2		0.36		0.41		0.39		0.37		0.35		0.72		0.81		0.90		0.97		1.00	

Fig:1 shows correlation between variables of ORS and Role efficacy

Variables of Organizational Role Stress are moderately positively correlated with variables of Role efficacy (coefficients > 0.5).

Interpretation- Based on the correlation analysis, it appears that there is a relationship between organizational role stress and role efficacy.

- As organizational role stress increases, role efficacy also tends to increase.

- There is a significant relationship between the two constructs, indicating that they may be related or influenced by common factors.

Hence Null Hypothesis is Rejected and Alternate Hypothesis is accepted.

4. RECOMMENDATIONS

Implement strategies to reduce organizational role stress, such as providing clear role expectations, training, and resources. Develop programs to enhance role efficacy, including feedback, coaching, and opportunities for growth and development. Regularly monitor and evaluate the effectiveness of these strategies to ensure they are having a positive impact on role efficacy.

5. CONCLUSION

The analysis of the data reveals that organizational role stress is significantly correlated with role efficacy. The findings also indicate that when organizational role stress increases role efficacy also increases.

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