

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

**M.Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D., and
A.Velanganni Joseph, Ph.D.**

=====
Abstract

This paper focus on finding out, psychological test of job involvement, the perceived level of occupational stress and the job satisfaction among teachers in self financing engineering colleges affiliated to Anna University, Region III-Madurai. The enhanced feeling of involvement and satisfaction in the job would make the teachers have a positive attitude towards the teaching profession. The descriptive research design is used to conduct the research which describing the characteristics of a particular individual or of a group. The samples are collected from the universe, stratified random sampling is used, and to conduct this study 620 samples are collected out of 3015 teachers. For collecting the data, the questionnaire method is used. The data collected has been analyzed through the application of percentage analysis, ANOVA (analysis of variance) and T-Test. Finally the researcher analyzed the data using SPSS (statistical package for the social science) 15.0 version and found that there is a considerable level of psychological test of job involvement, impact of job stress and job satisfaction on demographic variables among teachers. Hence the engineering colleges have to look forward to an improved sense job involvement with reduction of occupational stress and increases job satisfaction among the teaching faculty to extract the best out of them. So the management should take necessary steps to reduce occupational stress among teachers because it will result in increased job involvement, job satisfaction and quality of education.

Key Words: Job Involvement, Occupational Stress, Job Satisfaction, Faculty Members, Engineering Colleges.

1. Introduction

Teaching is an art and the quality of teaching depends on the love, dedication and devotion of the teacher towards the subject of the knowledge. Teaching jobs are regarded as the noblest of all the professions in the world. The quality of education in any educational institute hinges on the availability of good teachers. A good teacher not only shows the right path that the students should follow but also prepares the human resource for the further development of the nation. Therefore, teaching jobs not only offer an opportunity to earn one's living but also to engage in one of the oldest and noblest professions. With education becoming the need of the hour it is an essential fact that teachers work with high levels of satisfaction which would result in a positive attitude towards teaching.

Thomas et al (2003) contend that job involvement is the degree to which a person is identified psychologically with his work, or the importance of work in his total self-image. Job involvement may also be thought of as the internalization of values about the goodness of work or the importance of work in the worth of the person, and perhaps it thus measures the ease with which the person can further be socialized by the organization. Begley and Cazjka (1993) are suggested that committed employees, because of their positive attitudes, are less distressed by occupational stressors and therefore they perceive less stress.

Occupational stress has been defined as a situation where occupation related factors interact with the employees in a manner that disrupts or enhances his/her physiological conditions forcing them to deviate from normal functioning (Jarvis 2002). Beehr and Newman (1978) defined occupational stress as "A condition arising from the interaction of people and their jobs and characterized by changes within people that force them to deviate from their normal functioning". Occupational stress is ubiquitous and increasingly costly Katherine et al (2008). Job satisfaction may be viewed as the pleasurable and emotional state resulting from the

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

perception of one's job as fulfilling or allowing the fulfillment of one's important job values, provided these job values are compatible with one's need. Job satisfaction plays an important role as it has a positive impact on productivity, presence and performance.

2. Review of Literature

The term of job involvement can be described as “the degree to which one is cognitively preoccupied with, engaged in, and concerned with one's present job” (Paullay et al., 1994). Robinson et al. (2004) argued that the most of the work is surprisingly attract low attention from the organization and becomes popular. Some researchers also describes the term as intellectual and emotional commitment towards the organization (Richman, 2006). Different researcher explains the term by their own perception, Kahn (1990) define it as “the harnessing of organization members' selves to their work roles; in involvement, people employ and express themselves physically, cognitively, and emotionally during role performances”.

Kirkcaldy et al (2002) argued that the causes of stress include inadequate guidance and support from superiors, lack of consultation and communication, lack of encouragement from superiors, feelings of isolation, the political climate of the organizations and poor relationship with co-workers (Manshor et al 2003). Tehrani (2008) argued that stress is caused by unsympathetic organizational culture, poor communication between managers and employees, lack of involvement in decision-making, bullying and harassment, continual or sudden change, insufficient resources, conflicting priorities and lack of challenges.

Lore (1998) emphasized a strong relationship between job satisfaction and personal, professional, and material success. People who enjoy the aspects of work are found to accomplish more and are more likely to be considered for promotion and advancement.

According to Udris (as cited in Sutherland and Cooper 2000), qualitative overload is associated with job dissatisfaction, tension and low self-esteem, whereas qualitative under load is linked to dissatisfaction, depression, irritation and psychosomatic complaints.

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangoan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

3. Methodology

To find out the psychological test of job involvement, the impact of occupational stress and the job satisfaction in selective engineering colleges affiliated to Anna University, Region III-Madurai. The researcher has used descriptive research design. Descriptive research studies are concerned with describing the characteristics of a particular individual, or a group, (C. R. Kothari, 2007). For conducting the study thirty six colleges having crossed four years are chosen from the population of 48 colleges. Out of which teachers who have served for two and more years in their present institution are taken as sample for data collection. 3015 teachers having crossed two and more years were working during 2015-16. Out of which 620 samples are collected. Here the researcher has used stratified random sampling to collect the samples from the universe. For collecting the data researcher has used questionnaire where categorized the questions into four perspectives (demographic variables, occupational stress index, job involvement, job satisfaction) which will enable the researcher to understand and analyze the impact of job involvement, occupational stress and job satisfaction among teachers. Finally the researcher has used SPSS software package 15.0 version for analyzing data.

4. Demographic Survey

The questionnaire included a demographic profile based on the purpose of the demographic questions to identify the respondents' demographic characteristics. These parameters included; age, sex, marital status, educational qualification, department, designation, total teaching experience, salary, lecture hours per week, distance between the institution and residence and survey districts.

5. Scaling

5.1 Job Involvement Scale

The survey questionnaire consists of six items. The aim is to measure the job involvement of teachers. A five points likert type scale (1-strongly disagree, 2-disagree, 3-neutral, 4-agree, 5-strongly agree) is used to evaluate the impact on job involvement. The major **Engineering & Technology in India** www.engineeringandtechnologyinindia.com
ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

two points are considered in this paper, (i) I involve myself to deal very effectively with the problems of my students and (ii) I regularly spend time to keep abreast of current developments in my field

5.2 Occupational Stress Index

The survey questionnaire consists of twenty eight items. It's for measuring the occupational stress index (OSI) of the faculty members. A five point's Likert type scale (5-strongly disagree, 4-disagree, 3-neutral, 2-agree, 1-strongly agree) is used to measure the perceived level of occupational stress amongst teachers. The major two points are considered in this paper. (i) Feeling pressure to compete with my colleagues and (ii) Receiving inadequate salary to meet financial needs

5.3 Job Satisfaction Scale

The survey instrument consisted of five items. The aim of the scale is to measure the impact of amongst teachers on job satisfaction. A five points likert type scale (1-strongly disagree, 2-disagree, 3-neutral, 4-agree, 5-strongly agree) is used to measure the impact on job satisfaction. The major two points are considered in this paper are (i) I am satisfied with the pay and benefits and (ii) I am encouraged to progress in my career.

6. Job Involvement-Data Analysis and Interpretations

6.1 Demographic Characteristics versus I involve Myself to deal very Effectively with the Problems of my Students

The demographic characteristics of teachers and their psychological test status on perceived level of job involvement of teacher aspects-I involve myself to deal very effectively with the problems of my students are presented in Table 1. The results indicate a significantly positive influence of job involvement (I involve myself to deal very effectively with the problems of my students) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in psychological test of job involvement aspects in all the **Engineering & Technology in India** www.engineeringandtechnologyinindia.com
ISSN 2472-8640 1:5 December 2016

**Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:
Innovative Construction Techniques and Ecological Development. Vol. 1 Management**

M .Valan Rajkumar, Ph.D., R. Ilangoan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

demographic characteristics and the mean psychological test score of teachers on perceived level of aspects significantly increased. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of aspects-I involve myself to deal very effectively with the problems of my students. In this perceived level of psychological test, the I involve myself to deal very effectively with the problems of my students seems to have less significantly in salary of the respondent, ie., $p \leq 0.008$.

6.2 Demographic Characteristics Vs I regularly Spend time to keep Abreast of Current Developments

The demographic characteristics of teachers and their psychological test status on perceived level of job involvement of teacher aspects-I regularly spend time to keep abreast of current developments are presented in Table 2. The results indicate a significantly positive influence of job involvement (I regularly spend time to keep abreast of current developments) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in psychological test of job involvement aspects in all the demographic characteristics and the mean psychological test score of teachers on perceived level of aspects significantly increased. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of aspects-I regularly spend time to keep abreast of current developments. In this perceived level of psychological test, the I regularly spend time to keep abreast of current developments seems to have less significantly in distance between home to working institution of the respondent, ie., $p \leq 0.006$.

Table 1: Table showing the ANOVA test between demographic characteristics and I involve myself to deal very effectively with the problems of my students

| Job involvement | N | Mean | SD | Value | Significance |
|--------------------------|------------|-------------|--------------|--------------|---------------------|
| All | 620 | 3.20 | 1.099 | | |
| Age of Respondent | | | | | |

| | | | | | |
|----------------------------------|-----|------|-------|-----------------|-------------------|
| <i>below 30yrs</i> | 338 | 3.24 | 1.109 | F=0.781 | P<0.505 |
| <i>31-40yrs</i> | 218 | 3.20 | 1.080 | | |
| <i>41- 50yrs</i> | 50 | 3.00 | 1.125 | | |
| <i>above 50yrs</i> | 14 | 3.07 | 1.072 | | |
| Sex | | | | | |
| <i>Male</i> | 321 | 3.20 | 1.089 | T=-0.055 | P<0.719 |
| <i>Female</i> | 299 | 3.21 | 1.110 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 3.19 | 1.096 | F=0.618 | P<0.603 |
| <i>married</i> | 314 | 3.22 | 1.095 | | |
| <i>widow</i> | 6 | 3.67 | 1.211 | | |
| <i>divorced</i> | 8 | 2.88 | 1.356 | | |
| Educational Qualification | | | | | |
| <i>Under Graduate</i> | 56 | 3.45 | 1.111 | F=2.003 | P<0.112 |
| <i>Post Graduate</i> | 351 | 3.20 | 1.061 | | |
| <i>PG with M.Phil</i> | 167 | 3.22 | 1.152 | | |
| <i>Ph.D.</i> | 46 | 2.91 | 1.132 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 3.22 | 1.103 | F=1.592 | P<0.190 |
| <i>MBA</i> | 109 | 3.13 | 1.001 | | |
| <i>MCA</i> | 76 | 3.04 | 1.171 | | |
| <i>Science and Humanities</i> | 94 | 3.38 | 1.118 | | |
| Designation | | | | | |
| <i>Lecturer</i> | 114 | 3.34 | 1.096 | F=1.855 | P<0.117 |
| <i>Senior lecturer</i> | 34 | 3.15 | 1.158 | | |
| <i>Asst. Professor</i> | 386 | 3.22 | 1.075 | | |
| <i>Associate professor</i> | 50 | 3.08 | 1.209 | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>Professor</i> | 36 | 2.81 | 1.091 | | |
| Teaching experience | | | | | |
| <i>2-5yrs</i> | 343 | 3.30 | 1.048 | F=2.491 | P<0.042 |
| <i>6-10yrs</i> | 154 | 3.15 | 1.095 | | |
| <i>11-15yrs</i> | 79 | 3.06 | 1.244 | | |
| <i>16-20yrs</i> | 27 | 2.70 | 1.068 | | |
| <i>above 20yrs</i> | 17 | 3.29 | 1.263 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 3.31 | 1.055 | F=3.165 | P<0.008 |
| <i>20001-30000</i> | 216 | 3.17 | 1.093 | | |
| <i>30001-40000</i> | 64 | 3.11 | 1.249 | | |
| <i>40001-50000</i> | 16 | 2.88 | 1.025 | | |
| <i>50001-60000</i> | 15 | 3.20 | 1.082 | | |
| <i>above 60000</i> | 12 | 2.17 | 1.030 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 3.01 | 1.150 | F=4.144 | P<0.016 |
| <i>13-18</i> | 369 | 3.28 | 1.059 | | |
| <i>19 and above</i> | 67 | 3.31 | 1.117 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 3.21 | 1.139 | F=1.147 | P<0.318 |
| <i>16-30km</i> | 229 | 3.28 | 1.071 | | |
| <i>31km and above</i> | 169 | 3.11 | 1.080 | | |
| District | | | | | |
| <i>Dindigul</i> | 156 | 3.31 | 1.118 | F=0.853 | P<0.492 |
| <i>Madurai</i> | 276 | 3.19 | 1.038 | | |
| <i>Ramanathapuram</i> | 62 | 3.08 | 1.258 | | |
| <i>Sivagangai</i> | 81 | 3.23 | 1.099 | | |
| <i>Theni</i> | 45 | 3.04 | 1.167 | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

Table 2: Table showing the ANOVA test between demographic characteristics and I regularly spend time to keep abreast of current developments in my field

| Job involvement | N | Mean | SD | Value | Significance |
|----------------------------------|-----|------|-------|----------------|-------------------|
| All | 620 | 3.73 | 1.535 | | |
| Age of Respondent | | | | | |
| <i>below 30yrs</i> | 338 | 3.63 | 1.561 | F=1.902 | P<0.128 |
| <i>31-40yrs</i> | 218 | 3.88 | 1.508 | | |
| <i>41- 50yrs</i> | 50 | 3.60 | 1.539 | | |
| <i>above 50yrs</i> | 14 | 4.29 | 1.069 | | |
| Sex | | | | | |
| <i>Male</i> | 321 | 3.79 | 1.529 | T=1.126 | P<0.748 |
| <i>Female</i> | 299 | 3.66 | 1.541 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 3.64 | 1.550 | F=0.674 | P<0.568 |
| <i>married</i> | 314 | 3.81 | 1.517 | | |
| <i>widow</i> | 6 | 3.50 | 1.643 | | |
| <i>divorced</i> | 8 | 3.75 | 1.753 | | |
| Educational Qualification | | | | | |
| <i>Under Graduate</i> | 56 | 3.66 | 1.552 | F=0.337 | P<0.799 |
| <i>Post Graduate</i> | 351 | 3.77 | 1.531 | | |
| <i>PG with M.Phil</i> | 167 | 3.64 | 1.576 | | |
| <i>Ph.D.</i> | 46 | 3.80 | 1.424 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 3.78 | 1.543 | F=0.507 | P<0.678 |
| <i>MBA</i> | 109 | 3.72 | 1.497 | | |
| <i>MCA</i> | 76 | 3.55 | 1.578 | | |
| <i>Science and</i> | 94 | 3.68 | 1.526 | | |

| | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>Humanities</i> | | | | | |
| Designation | | | | | |
| <i>Lecturer</i> | 114 | 3.69 | 1.529 | F=0.217 | P<0.929 |
| <i>Senior lecturer</i> | 34 | 3.62 | 1.498 | | |
| <i>Asst. Professor</i> | 386 | 3.72 | 1.577 | | |
| <i>Associate professor</i> | 50 | 3.90 | 1.329 | | |
| <i>Professor</i> | 36 | 3.75 | 1.461 | | |
| Teaching experience | | | | | |
| <i>2-5yrs</i> | 343 | 3.74 | 1.510 | F=0.339 | P<0.852 |
| <i>6-10yrs</i> | 154 | 3.72 | 1.619 | | |
| <i>11-15yrs</i> | 79 | 3.58 | 1.549 | | |
| <i>16-20yrs</i> | 27 | 3.89 | 1.476 | | |
| <i>above 20yrs</i> | 17 | 3.94 | 1.391 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 3.71 | 1.517 | F=0.386 | P<0.858 |
| <i>20001-30000</i> | 216 | 3.77 | 1.573 | | |
| <i>30001-40000</i> | 64 | 3.66 | 1.586 | | |
| <i>40001-50000</i> | 16 | 4.06 | 1.237 | | |
| <i>50001-60000</i> | 15 | 3.67 | 1.345 | | |
| <i>above 60000</i> | 12 | 3.33 | 1.775 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 3.59 | 1.569 | F=1.218 | P<0.297 |
| <i>13-18</i> | 369 | 3.80 | 1.522 | | |
| <i>19 and above</i> | 67 | 3.70 | 1.508 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 3.88 | 1.501 | F=5.180 | P<0.006 |
| <i>16-30km</i> | 229 | 3.82 | 1.475 | | |
| <i>31km and above</i> | 169 | 3.41 | 1.620 | | |

| District | | | | | |
|-----------------------|-----|------|-------|----------------|-------------------|
| <i>Dindigul</i> | 156 | 3.56 | 1.611 | F=1.524 | P<0.194 |
| <i>Madurai</i> | 276 | 3.80 | 1.502 | | |
| <i>Ramanathapuram</i> | 62 | 3.48 | 1.576 | | |
| <i>Sivagangai</i> | 81 | 3.81 | 1.509 | | |
| <i>Theni</i> | 45 | 4.04 | 1.413 | | |

7. OSI-Data Analysis and Interpretations

7.1 Demographic Characteristics versus Feeling Pressure to compete with my Colleagues

The demographic characteristics of teachers and their occupational stress status on perceived level of stress of teacher aspects-Feeling pressure to compete with my colleagues are presented in Table 3. The results indicate a significantly negative influence of occupational stress (I Feeling pressure to compete with my colleagues) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in perceived level of stress aspects in all the demographic characteristics. The mean occupational stress score of teachers on perceived level of stress aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of stress aspects-Feeling pressure to compete with my colleagues. In this perceived level of stress test, Feeling pressure to compete with my colleagues seems to have less significantly in teaching experience of the respondent, ie., $p \leq 0.077$.

7.2 Demographic Characteristics versus Receiving Inadequate Salary to meet Financial Needs

The demographic characteristics of teachers and their occupational stress status on perceived level of stress of teacher aspects-Receiving inadequate salary to meet financial needs

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

are presented in Table 4. The results indicate a significantly negative influence of occupational stress (Receiving inadequate salary to meet financial needs) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in perceived level of stress aspects in all the demographic characteristics. The mean occupational stress score of teachers on perceived level of stress aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of stress aspects-Receiving inadequate salary to meet financial needs. In this perceived level of stress test, Receiving inadequate salary to meet financial needs seems to have less significantly in salary of the respondent, ie., $p \leq 0.094$.

Table 3: ANOVA test between demographic characteristics and Feeling pressure to compete with my colleagues

| Occupational Stress Index | N | Mean | SD | Value | Significance |
|---------------------------|-----|------|-------|-----------------|-------------------|
| All | 620 | 2.73 | 1.519 | | |
| Age of Respondent | | | | | |
| <i>below 30yrs</i> | 338 | 2.70 | 1.562 | F=0.655 | P<0.580 |
| <i>31-40yrs</i> | 218 | 2.79 | 1.487 | | |
| <i>41- 50yrs</i> | 50 | 2.54 | 1.358 | | |
| <i>above 50yrs</i> | 14 | 3.07 | 1.542 | | |
| Sex | | | | | |
| <i>Male</i> | 321 | 2.69 | 1.521 | T=-0.610 | P<0.724 |
| <i>Female</i> | 299 | 2.77 | 1.518 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 2.72 | 1.554 | F=0.658 | P<0.578 |
| <i>married</i> | 314 | 2.72 | 1.487 | | |
| <i>widow</i> | 6 | 3.17 | 1.472 | | |

| | | | | | |
|----------------------------------|-----|------|-------|----------------|-------------------|
| <i>divorced</i> | 8 | 3.38 | 1.598 | | |
| Educational Qualification | | | | | |
| <i>Under Graduate</i> | 56 | 2.68 | 1.619 | F=0.322 | P<0.809 |
| <i>Post Graduate</i> | 351 | 2.69 | 1.509 | | |
| <i>PG with M.Phil</i> | 167 | 2.80 | 1.518 | | |
| <i>Ph.D.</i> | 46 | 2.85 | 1.505 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 2.74 | 1.563 | F=0.803 | P<0.492 |
| <i>MBA</i> | 109 | 2.75 | 1.510 | | |
| <i>MCA</i> | 76 | 2.88 | 1.366 | | |
| <i>Science and Humanities</i> | 94 | 2.53 | 1.486 | | |
| Designation | | | | | |
| <i>Lecturer</i> | 114 | 2.54 | 1.494 | F=0.936 | P<0.443 |
| <i>Senior lecturer</i> | 34 | 2.62 | 1.538 | | |
| <i>Asst. Professor</i> | 386 | 2.77 | 1.531 | | |
| <i>Associate professor</i> | 50 | 2.72 | 1.499 | | |
| <i>Professor</i> | 36 | 3.03 | 1.483 | | |
| Teaching experience | | | | | |
| <i>2-5yrs</i> | 343 | 2.59 | 1.525 | F=2.115 | P<0.077 |
| <i>6-10yrs</i> | 154 | 3.00 | 1.534 | | |
| <i>11-15yrs</i> | 79 | 2.75 | 1.409 | | |
| <i>16-20yrs</i> | 27 | 2.96 | 1.652 | | |
| <i>above 20yrs</i> | 17 | 2.65 | 1.320 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 2.64 | 1.545 | F=0.619 | P<0.685 |
| <i>20001-30000</i> | 216 | 2.81 | 1.496 | | |
| <i>30001-40000</i> | 64 | 2.73 | 1.525 | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M. Valan Rajkumar, Ph.D., R. Ilangoan, Ph.D. and A. Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>40001-50000</i> | 16 | 2.75 | 1.438 | | |
| <i>50001-60000</i> | 15 | 2.87 | 1.302 | | |
| <i>above 60000</i> | 12 | 3.25 | 1.712 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 2.86 | 1.511 | F=1.309 | P<0.271 |
| <i>13-18</i> | 369 | 2.65 | 1.511 | | |
| <i>19 and above</i> | 67 | 2.81 | 1.579 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 2.85 | 1.534 | F=1.146 | P<0.319 |
| <i>16-30km</i> | 229 | 2.64 | 1.560 | | |
| <i>31km and above</i> | 169 | 2.69 | 1.439 | | |
| District | | | | | |
| <i>Dindigul</i> | 156 | 3.06 | 1.480 | F=3.071 | P<0.016 |
| <i>Madurai</i> | 276 | 2.61 | 1.549 | | |
| <i>Ramanathapuram</i> | 62 | 2.42 | 1.325 | | |
| <i>Sivagangai</i> | 81 | 2.69 | 1.497 | | |
| <i>Theni</i> | 45 | 2.82 | 1.614 | | |

Table 4: ANOVA test between demographic characteristics and Receiving inadequate salary to meet financial needs

| Occupational Stress Index | N | Mean | SD | Value | Significance |
|----------------------------------|------------|-------------|--------------|----------------|---------------------|
| All | 620 | 2.46 | 1.195 | | |
| Age of Respondent | | | | | |
| <i>below 30yrs</i> | 338 | 2.42 | 1.189 | F=1.565 | P<0.197 |
| <i>31-40yrs</i> | 218 | 2.46 | 1.203 | | |
| <i>41- 50yrs</i> | 50 | 2.66 | 1.136 | | |
| <i>above 50yrs</i> | 14 | 3.00 | 1.359 | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| Sex | | | | | |
|----------------------------------|-----|------|-------|----------------|-------------------|
| <i>Male</i> | 321 | 2.53 | 1.227 | T=1.406 | P<0.158 |
| <i>Female</i> | 299 | 2.39 | 1.158 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 2.48 | 1.217 | F=0.032 | P<0.992 |
| <i>married</i> | 314 | 2.46 | 1.183 | | |
| <i>widow</i> | 6 | 2.50 | 1.049 | | |
| <i>divorced</i> | 8 | 2.38 | 1.188 | | |
| Educational Qualification | | | | | |
| <i>Under Graduate</i> | 56 | 2.50 | 1.401 | F=1.285 | P<0.279 |
| <i>Post Graduate</i> | 351 | 2.39 | 1.158 | | |
| <i>PG with M.Phil</i> | 167 | 2.60 | 1.187 | | |
| <i>Ph.D.</i> | 46 | 2.50 | 1.225 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 2.36 | 1.184 | F=1.958 | P<0.119 |
| <i>MBA</i> | 109 | 2.56 | 1.308 | | |
| <i>MCA</i> | 76 | 2.61 | 1.178 | | |
| <i>Science and Humanities</i> | 94 | 2.62 | 1.089 | | |
| Designation | | | | | |
| <i>Lecturer</i> | 114 | 2.53 | 1.305 | F=0.379 | P<0.824 |
| <i>Senior lecturer</i> | 34 | 2.32 | 1.065 | | |
| <i>Asst. Professor</i> | 386 | 2.44 | 1.179 | | |
| <i>Associate professor</i> | 50 | 2.50 | 1.249 | | |
| <i>Professor</i> | 36 | 2.61 | 1.076 | | |
| Teaching experience | | | | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>2-5yrs</i> | 343 | 2.37 | 1.233 | F=1.446 | P<0.217 |
| <i>6-10yrs</i> | 154 | 2.58 | 1.071 | | |
| <i>11-15yrs</i> | 79 | 2.65 | 1.241 | | |
| <i>16-20yrs</i> | 27 | 2.52 | 1.122 | | |
| <i>above 20yrs</i> | 17 | 2.29 | 1.312 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 2.33 | 1.230 | F=1.888 | P<0.094 |
| <i>20001-30000</i> | 216 | 2.57 | 1.097 | | |
| <i>30001-40000</i> | 64 | 2.56 | 1.283 | | |
| <i>40001-50000</i> | 16 | 2.75 | 1.342 | | |
| <i>50001-60000</i> | 15 | 2.40 | 1.183 | | |
| <i>above 60000</i> | 12 | 3.00 | 1.128 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 2.54 | 1.187 | F=0.646 | P<0.524 |
| <i>13-18</i> | 369 | 2.42 | 1.166 | | |
| <i>19 and above</i> | 67 | 2.51 | 1.375 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 2.53 | 1.172 | F=2.128 | P<0.120 |
| <i>16-30km</i> | 229 | 2.34 | 1.194 | | |
| <i>31km and above</i> | 169 | 2.56 | 1.219 | | |
| District | | | | | |
| <i>Dindigul</i> | 156 | 2.37 | 1.142 | F=0.701 | P<0.591 |
| <i>Madurai</i> | 276 | 2.53 | 1.207 | | |
| <i>Ramanathapuram</i> | 62 | 2.47 | 1.183 | | |
| <i>Sivagangai</i> | 81 | 2.51 | 1.286 | | |
| <i>Theni</i> | 45 | 2.31 | 1.164 | | |

8. Job S-Data Analysis and Interpretations

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M. Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A. Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

8.1 Demographic Characteristics versus I am Satisfied with the Pay and Benefits

The demographic characteristics of teachers and their perceived level of job satisfaction of teacher aspects-I am satisfied with the pay and benefits are presented in Table 5. The results indicate a significantly positive influence of job satisfaction (I am satisfied with the pay and benefits) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in all the demographic characteristics. The mean score of teachers on perceived level of job satisfaction aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of job satisfaction aspects-I am satisfied with the pay and benefits. In this perceived level of job satisfaction test, I am satisfied with the pay and benefits seems to have less significantly in educational qualification of the respondent, ie., $p \leq 0.016$.

8.2 Demographic Characteristics versus I am Encouraged to Progress in my Career

The demographic characteristics of teachers and their perceived level of job satisfaction of teacher aspects-I am encouraged to progress in my career are presented in Table 6. The results indicate a significantly positive influence of job satisfaction (I am encouraged to progress in my career) status of teachers belonging selective engineering colleges affiliated to Anna University, Region III-Madurai in all the demographic characteristics. The mean score of teachers on perceived level of job satisfaction aspects significantly increased with the increase in each demographic characteristics teacher belonging selective engineering colleges affiliated to Anna University, Region III-Madurai. However, the mean value of the demographic characteristics of each respondent is not showing any significant differences in the perceived level of job satisfaction aspects-I am encouraged to progress in my career. In this perceived level of job satisfaction test, I am encouraged to progress in my career seems to have less significantly in salary of the respondent, ie., $p \leq 0.008$.

Table 5: Table showing the ANOVA test between demographic characteristics and I am satisfied with the pay and benefits

| Job Satisfaction | N | Mean | SD | Value | Significance |
|----------------------------------|-----|------|-------|-----------------|-------------------|
| All | 620 | 2.85 | 1.128 | | |
| Age of Respondent | | | | | |
| <i>below 30yrs</i> | 338 | 2.86 | 1.116 | F=0.406 | P<0.749 |
| <i>31-40yrs</i> | 218 | 2.89 | 1.159 | | |
| <i>41- 50yrs</i> | 50 | 2.74 | 1.084 | | |
| <i>above 50yrs</i> | 14 | 2.64 | 1.151 | | |
| Sex | | | | | |
| <i>Male</i> | 321 | 2.83 | 1.118 | T=-0.419 | P<0.860 |
| <i>Female</i> | 299 | 2.87 | 1.140 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 2.90 | 1.126 | F=0.550 | P<0.648 |
| <i>married</i> | 314 | 2.81 | 1.125 | | |
| <i>widow</i> | 6 | 3.17 | 1.472 | | |
| <i>divorced</i> | 8 | 2.63 | 1.188 | | |
| Educational Qualification | | | | | |
| <i>Under Graduate</i> | 56 | 2.66 | 1.164 | F=1.027 | P<0.380 |
| <i>Post Graduate</i> | 351 | 2.87 | 1.099 | | |
| <i>PG with M.Phil</i> | 167 | 2.93 | 1.170 | | |
| <i>Ph.D.</i> | 46 | 2.72 | 1.148 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 2.96 | 1.122 | F=3.322 | P<0.019 |
| <i>MBA</i> | 109 | 2.57 | 1.040 | | |
| <i>MCA</i> | 76 | 2.84 | 1.223 | | |
| <i>Science and Humanities</i> | 94 | 2.82 | 1.126 | | |

| Designation | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>Lecturer</i> | 114 | 2.68 | 1.075 | F=2.191 | P<0.069 |
| <i>Senior lecturer</i> | 34 | 3.06 | 1.099 | | |
| <i>Asst. Professor</i> | 386 | 2.88 | 1.144 | | |
| <i>Associate professor</i> | 50 | 3.12 | 1.081 | | |
| <i>Professor</i> | 36 | 2.58 | 1.131 | | |
| Teaching experience | | | | | |
| <i>2-5yrs</i> | 343 | 2.83 | 1.098 | F=0.751 | P<0.558 |
| <i>6-10yrs</i> | 154 | 2.88 | 1.195 | | |
| <i>11-15yrs</i> | 79 | 2.94 | 1.136 | | |
| <i>16-20yrs</i> | 27 | 2.59 | 1.217 | | |
| <i>above 20yrs</i> | 17 | 3.12 | .928 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 2.85 | 1.107 | F=1.492 | P<0.190 |
| <i>20001-30000</i> | 216 | 2.88 | 1.165 | | |
| <i>30001-40000</i> | 64 | 2.97 | 1.098 | | |
| <i>40001-50000</i> | 16 | 3.13 | 1.147 | | |
| <i>50001-60000</i> | 15 | 2.33 | .816 | | |
| <i>above 60000</i> | 12 | 2.33 | 1.303 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 2.81 | 1.132 | F=1.841 | P<0.159 |
| <i>13-18</i> | 369 | 2.91 | 1.120 | | |
| <i>19 and above</i> | 67 | 2.64 | 1.151 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 2.86 | 1.189 | F=0.016 | P<0.984 |
| <i>16-30km</i> | 229 | 2.84 | 1.077 | | |
| <i>31km and above</i> | 169 | 2.86 | 1.120 | | |
| | | | | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| District | | | | | |
|-----------------------|-----|------|-------|----------------|-------------------|
| <i>Dindigul</i> | 156 | 2.74 | 1.191 | F=0.587 | P<0.672 |
| <i>Madurai</i> | 276 | 2.87 | 1.105 | | |
| <i>Ramanathapuram</i> | 62 | 2.94 | 1.069 | | |
| <i>Sivagangai</i> | 81 | 2.90 | 1.158 | | |
| <i>Theni</i> | 45 | 2.96 | 1.086 | | |

Table 6: Table showing the ANOVA test between demographic characteristics and I am encouraged to progress in my career

| Job Satisfaction | N | Mean | SD | Value | Significance |
|----------------------------------|------------|-------------|--------------|----------------|-------------------|
| All | 620 | 2.74 | 1.668 | | |
| Age of Respondent | | | | | |
| <i>below 30yrs</i> | 338 | 2.75 | 1.670 | F=0.341 | P<0.796 |
| <i>31-40yrs</i> | 218 | 2.75 | 1.673 | | |
| <i>41- 50yrs</i> | 50 | 2.58 | 1.679 | | |
| <i>above 50yrs</i> | 14 | 3.07 | 1.639 | | |
| Sex | | | | | |
| <i>Male</i> | 321 | 2.76 | 1.647 | T=0.329 | P<0.194 |
| <i>Female</i> | 299 | 2.72 | 1.693 | | |
| Marital Status | | | | | |
| <i>unmarried</i> | 292 | 2.83 | 1.676 | F=0.994 | P<0.395 |
| <i>married</i> | 314 | 2.65 | 1.655 | | |
| <i>widow</i> | 6 | 2.67 | 1.862 | | |
| <i>divorced</i> | 8 | 3.38 | 1.768 | | |
| Educational Qualification | | | | | |

| | | | | | |
|-------------------------------|-----|------|-------|----------------|-------------------|
| <i>Under Graduate</i> | 56 | 2.91 | 1.832 | F=0.520 | P<0.669 |
| <i>Post Graduate</i> | 351 | 2.68 | 1.637 | | |
| <i>PG with M.Phil</i> | 167 | 2.77 | 1.686 | | |
| <i>Ph.D.</i> | 46 | 2.91 | 1.658 | | |
| Department | | | | | |
| <i>Engineering</i> | 341 | 2.81 | 1.686 | F=0.949 | P<0.417 |
| <i>MBA</i> | 109 | 2.50 | 1.608 | | |
| <i>MCA</i> | 76 | 2.78 | 1.740 | | |
| <i>Science and Humanities</i> | 94 | 2.73 | 1.614 | | |
| Designation | | | | | |
| <i>Lecturer</i> | 114 | 2.86 | 1.724 | F=1.212 | P<0.305 |
| <i>Senior lecturer</i> | 34 | 3.18 | 1.660 | | |
| <i>Asst. Professor</i> | 386 | 2.65 | 1.658 | | |
| <i>Associate professor</i> | 50 | 2.94 | 1.671 | | |
| <i>Professor</i> | 36 | 2.69 | 1.582 | | |
| Teaching experience | | | | | |
| <i>2-5yrs</i> | 343 | 2.78 | 1.694 | F=0.640 | P<0.634 |
| <i>6-10yrs</i> | 154 | 2.60 | 1.615 | | |
| <i>11-15yrs</i> | 79 | 2.72 | 1.702 | | |
| <i>16-20yrs</i> | 27 | 3.00 | 1.641 | | |
| <i>above 20yrs</i> | 17 | 3.06 | 1.560 | | |
| Salary (in Rs.) | | | | | |
| <i>less than 20000</i> | 297 | 2.78 | 1.687 | F=0.992 | P<0.421 |
| <i>20001-30000</i> | 216 | 2.68 | 1.658 | | |
| <i>30001-40000</i> | 64 | 2.78 | 1.695 | | |
| <i>40001-50000</i> | 16 | 3.19 | 1.721 | | |
| <i>50001-60000</i> | 15 | 2.00 | 1.309 | | |

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M. Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A. Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

| | | | | | |
|------------------------------|-----|------|-------|----------------|-------------------|
| <i>above 60000</i> | 12 | 3.00 | 1.537 | | |
| Lecture hour per week | | | | | |
| <i>below 12</i> | 184 | 2.86 | 1.644 | F=1.862 | P<0.156 |
| <i>13-18</i> | 369 | 2.64 | 1.644 | | |
| <i>19 and above</i> | 67 | 2.99 | 1.838 | | |
| Distance | | | | | |
| <i>Less than 15km</i> | 222 | 2.59 | 1.663 | F=1.510 | P<0.222 |
| <i>16-30km</i> | 229 | 2.86 | 1.695 | | |
| <i>31km and above</i> | 169 | 2.77 | 1.633 | | |
| District | | | | | |
| <i>Dindigul</i> | 156 | 2.62 | 1.620 | F=0.905 | P<0.461 |
| <i>Madurai</i> | 276 | 2.70 | 1.679 | | |
| <i>Ramanathapuram</i> | 62 | 2.97 | 1.568 | | |
| <i>Sivagangai</i> | 81 | 2.96 | 1.792 | | |
| <i>Theni</i> | 45 | 2.71 | 1.674 | | |

9. Findings

- The variable of job involvement-It is inferred that the majority of the teachers increase their job involvement compared with the demographic characteristics of the respondent at present as well as in future.
- The variable of OSI namely-It is inferred that the majority of the teachers decrease their occupational stress compared with the demographic characteristics of the respondent at present as well as in future to increase their job involvement and job satisfaction.
- The variable of job satisfaction-It is inferred that the majority of the teachers increase their job satisfaction compared with the demographic characteristics of the respondent at present as well as in future.

10. Conclusions

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:

Innovative Construction Techniques and Ecological Development. Vol. 1 Management

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

From the above findings, researcher concludes and summarized as follows.

- (1) The variables on job involvement namely, I involve myself to deal very effectively with the problems of my students and I regularly spend time to keep abreast of current developments. The job involvement can be increased when the above variables are addressed.
- (2) The variables on OSI namely, Feeling pressure to compete with my colleagues and Receiving inadequate salary to meet financial needs gives stress can be reduced when the above variables are addressed.
- (3) The variables in job satisfaction namely I am satisfied with the pay and benefits and I am encouraged to progress in my career job satisfaction can be increased when the above variables are addressed.
- (4) Thus, bringing a sense of high job satisfaction among the teaching faculty would result in a positive attitude towards the teaching profession.

References

- [1] Beehr, T.A. and Newman, J.E. Job stress, employee health and organizational effectiveness: A facet analysis, model and literature review, Personnel Psychology Vol.31, pp.665–699, 1978.
- [2] Begley, T. M. and Cazjka, J. M. Panel analysis of the moderating effects of commitment on job satisfaction, intent to quit, and health following organisational change. Journal of Applied Psychology, Vol.78, pp.552-556, 1993.
- [3] Jarvis, M. Teacher stress: a critical review of recent findings and suggestions for future research directions. Teacher Support Network, Vol.14 (1), 2002.
- [4] Kahn W (1990). Psychological conditions of personal engagement and disengagement at work. Acad. Manage. J. 33: 692-724.

- [5] Katherine, P. E., George, J. A., Mary, B. and Linda, S. P. Stress Management in the Work Place, Journal of Computers in Human Behaviour, Vol.24(2): pp.486-496, 2008.
- [6] Kirkcaldy B. D., Trimpoo R. M. and Williams S. Occupational Stress and Healthy Outcomes Among British and German Managers, Journal of Managerial Psychology, Vol.17(6), pp.491-505, 2002.
- [7] Kothari, C.R. (2007) 'Research methodology methods and techniques, , 3rd Edition, New age international publishers.
- [8] Lore, N. A. The pathfinder. New York: Fireside Books, 1998.
- [9] Manshor, A. T., Rodrigue, F. and Chong, S. C. Occupational Stress among Managers: Malaysian Survey, Journal of Managerial Psychology, Vol.18 (6): pp.622-628, 2003.
- [10] Paullay, I., Alliger, G. and Stone-Romero, E. Construct validation of two instruments designed to measure job involvement and work centrality. Journal of Applied Psychology, Vol. 79, pp. 224-8 1994.
- [11] Richman, A. (2006) 'Everyone wants an engaged workforce how can you create it?' Workspan, Vol. 49, pp36-39.
- [12] Robinson, D., Perryman, S. and Hayday, S. (2004) The Drivers of Employee Engagement. Brighton, Institute for Employment Studies.
- [13] Sutherland, V. J. and Cooper, C. L. Strategic Stress Management. London: Palgrave Publishers, Ltd., 2000.
- [14] Tehrani, N. Managing Organisational Stress, CIPD. Retrieved on February 14, 2008.
- [15] Thomas, N., Clarke, V. and Lavery, J. Self-reported work and family stress of female primary teachers. Australian Journal of Education, Vol.47 (1), pp.73 – 87, 2003.

=====

M. Valan Rajkumar, Ph.D.
 Professor
 Department of Electrical & Electronics Engineering
 Gnanamani College of Technology
 Namakkal-637 018
 Tamilnadu
 India
valanrajkumar@gmail.com

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

**Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:
 Innovative Construction Techniques and Ecological Development. Vol. 1 Management**

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region

R. Ilangovan, Ph.D.
Professor
Department of Civil Engineering
University College of Engineering
Dindigul-624622
Tamilnadu
India
ilango1968@gmail.com

A. Velanganni Joseph, Ph.D.
Chaireperson, i/c.
Department of Youth Welfare Studies
Madurai Kamaraj University
Madurai-625021
Tamilnadu
India
dravjoseph@rediffmail.com

Engineering & Technology in India www.engineeringandtechnologyinindia.com

ISSN 2472-8640 1:5 December 2016

**Dr. C. Swarnalatha, Ph.D. (Ed.) Entrepreneurship and Management:
Innovative Construction Techniques and Ecological Development. *Vol. 1 Management***

M .Valan Rajkumar, Ph.D., R. Ilangovan, Ph.D. and A .Velanganni Joseph, Ph.D.

A Study on Job Involvement, Occupational Stress and Job Satisfaction among Teachers in Self-Financing Engineering Colleges in Anna University-Madurai Region