

PSYCHOLOGICAL AND PHYSICALLY STRESS AMONG COORDINATORS AT UNIVERSITY LEVEL IN DISTRICT FAISALABAD: A GENDER BASE COMPARISON STUDY

Amna Waqar^{*1}, Ayesha Noreen², Noor Fatima waheed³, Dr. Nouman Khaliq⁴,
Dr. Madiha Naz⁵

^{*1,2,3}BS Sociology, Riphah international university Faisalabad campus Pakistan;

^{4,5}Assistant Professor, Department of Sociology, Riphah International University Faisalabad Campus,
Pakistan

Corresponding Author: amnashah1754@gmail.com

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ABSTRACT

The present study “Psychological and physically stress among coordinators at university level in district Faisalabad A gender base comparison study” is an attempt to explore the major causes of psychological and physically stress among coordinators at the university level in District Faisalabad. A multistage sampling technique was employed for sample selection. In the first, two universities were selected randomly, and at the second stage (20 respondents) 10 from each university were taken by using a purposive sampling technique. A well structure interview schedule was used collect information on various demographic and socio-cultural variables. Together data was analyzed by using SPSS. Both expressive and inferential statistics were employed for data analysis.

Keywords: professional tension, job fulfillment, person fight, work family struggle, departmental coordinators.

INTRODUCTION

Work pressure has been an important fear for several centuries, as it can main to many well-being difficulties and bad values in the workroom. It is mainly related in the university situation, where ever professors and managers usually remain unprotected to big stages of burden and difficulties. Elegant current centuries, around has been a growing effort to address professional anxiety amid moot planners, who are accountable for handling and coordinating post-graduate lists. The tenure professional pressure refers to the bodily, emotional, and mental stress that person’s rehearsal the outcome of their work setting and work strains.

A The environment of work is altering continuously in recent civilizations along with globalized frugality, modern policies and tackles that carry newest tasks to workers. Vera and Gonzalez-Ledesma (2018) stated that advanced teaching is one of the greatest pretentious areas amongst variations, as it approves the growth of investigations and delivers humanoid wealth to a nation that is vital to

attain sustainable growth near humanity, knowledge, cheap, and rule.

Professional pressure is pretentious by interior and outside issues both similarly. Irrespective of dominant attention, an individual is greatest usually pretentious by an insufficient pressure stage. People who are employed in an instructive institution are also comprised in the law. It differs amongst municipal or isolated segments, that have a few details, and amongst these motives, one is changed in the assembly of groups and other surfaces of occupation presentation in the administrations. Also, the efficacy of effort is prejudiced by the person’s way and awareness concerning data. Qureshi et al. (2018) clarified that in the 21st era the advanced teaching structure has high uncertainty of work and occupation responsibilities concerning theoretical workers.

Urbina-Garica (2020) stated an account, conferring to which in the organizations of advanced teaching, 30% to 60% of instructors, in the China and UK

academies confronted, typically take described central equal of pressure (Shen & Slater, 2021).Kovesi et al. (2018) additional extra to the reasons for in-service pressure on organizational close by, work surroundings by complications that are precious by globalization, improvement of fast services, cumulative prices, and plummeting capital composed through the latest facility/work growths, including the extended length of work times, rising stresses, organization's weight and absent safety of occupation, all of the stated circumstances principal the bests of society and managers to work worried Liberal Arts & Social Sciences International Journal environment. Unity vital facet of work-related tension amid theoretical coordinators that has to establish cumulative courtesy trendy the works is the character of gender. It is remains deep-rooted that males and females have knowledge of occupational strain inversely, and this is possibly factual and aimed at academic coordinators as well.

Job satisfaction:

Job stress is defined as a difficult psychological and physical effect caused by people's lack of understanding as a result of their inability to handle their job-related activities. Employee turnover rates and stress levels rise in tandem, demonstrating that job stress plays a major role in causing a variety of workplace concerns such as truancy, a lack of competency, and a lack of well-being resources. Furthermore, job stress was generated by a bad work environment (Wade Sango et al., 2015).

Role conflict:

An additional component influencing office structural pressure is role indecision. Conflict frequently occurs when people are uninformed of the obligations that their jobs need, including an inability to do their responsibilities and achieve their goals successfully. As a result, person's fight undermines employees' confidence and creates an atmosphere of dread and uneasiness. According to (2018), stress-producing indicators include workload, role-established characteristics such as lack of power, role unpredictability, and arguments that cause stress among workers or staff.

Workload:

Concert (2018). specified assignment that issues generated by top workload and encountering stress at work are gradually increasing, since every

individual, regardless of related, must face workload-related challenges. In today's economy, firms have few options but to pursue complex aims or objects that are usually difficult to reconcile to become more inventive, well-paid, or modest. Globalization, financial modernization, and ICT progression appeared to drive the shaft in numerous directions

Problems must be suitably specified to work systematically and workwise, and a workload that is either too low or too excessive can harm an employee's overall act. Staffs are probable to have an extensive variety of talents, be flexible, and be available when duty tensions.

Workers appeared to be overwhelmed by these variables, making it difficult for them to complete their tasks within the time constraints imposed. Workload refers to a task force or a responsibility; it has become the source of mental pressure, resulting in decreased attention in the execution of work tasks exactly; to avoid disappointment in such circumstances, people try to overlook them. Paradoxically, the job being done in the community differs from that in the rural sector. Workers in the civic area traditionally do slightly more than seek extra paybacks; they are not classically banal, but they have made themselves obvious below the impression of job anxiety.

Total working hours:

Whole working times are difficult for employees since not only deprive them of spare time, but they can also be detrimental to their well-being. A big research contract has been completed to regulate the link between excessive work hours and well-being, but the results remain unsatisfactory. As an outcome, an earlier methodical appraisal absorbed changes in clarifications of lengthy working hours among former educators, as well as the negative health impacts of shifting work timetables, which include anxiousness, melancholy, and sleep illnesses (Banani et al., 2015).

The conflict between home and work is understandably unpleasant, as is the result of work taking precedence over family or individual relations. Bodily issues such as a high danger level, an unhealthy number of individuals in the workplace, and a lack of confidentiality all contribute to stress. Fulfilment and responsibility have traditionally been associated with a lesser likelihood of departure and income. High levels of work-related pressure are associated with low job fulfilment and work

aggravation, which are linked to feelings of unhappiness about the position, potentially leading to resignation. (Areekkuzhiyil, 2014).

Gender-based differences:

Several educations have been conducted to compare the specialized pressure levels knowledgeable by men and women in a variety of situations. Research surveys influenced the variability of decisions. In some, it was revealed that gender variations have no manner on qualified anxiety, nevertheless, in others, it was unveiled that men know higher amounts of a work-related strain than women. Yet, several investigation polls revealed that females feel more

professionally apprehensive than there are male complements, essential to the deduction that male teachers are more tense at work than female teachers. In difference, due to differences in ecological and administrative settings, female workers were shown to be more occupationally concerned than male staff.

Conceptual framework:

The conceptual framework is demonstrated here, taken from the perfect of specialized pressure changed from a meta-analysis study in which the elements influencing work-related stress were conferred



Job Fulfilment

Job fulfilment is clear as the equal of satisfaction/preference or displeasure with one's employ or many facets of it (Spector, 2000).

Character Fight

It arises once numerous societies or persons with whom a discrete obligation includes self-contradicting predictions about that person's behaviors, and produced by contradiction in material (Chang & Lu, 2007).

Workload

Workers have difficulties when they repeatedly postpone their tasks and complete them at the last minute, resulting in pressure (Razak)

Work household Struggle

The strain knowledgeable by an individual in the work is known as the result of a combination of variables including the sort of job people do, the presence of job tensions, and the amount of aid they get at work and home (Johnson et al., 2005).

Objectives of the study:

- To check common sources of psychological stress faced by coordinators.
- To investigate chronic time burden, affect individuals' physical health and well-being in coordinators.

HO1

HO2

HO3

HO4

Psychological and physically stress

- To suggest some measures for policy maker regarding psychological and physical stress among university coordinators.

Hypotheses:

Hypothesis (H1): Time Continuing burden remains meaningfully and connected to task assessment.

Sensitivity of a task practiced through a time pressure individual might not be fundamentally principal to occupation gratification. Actuality is a passing assessment of a condition; task whitethorn stays a brief feeling which might verbose soon and the precise may relapse to his escaping exposed national. The level of test evaluation skilled by academia coordinators must continue steadily sufficient to principal to job gratification.

Hypothesis (H2): This is an important and confident connection amid test evaluation and then work approval. Near authenticate, in the framework of a poly- chronic disease group, currently results that near is a straight connection amongst long-l here sating time burden and work pleasure, the tertiary base hypothesis takes stood expressed.

Hypothesis (H3): It is an important connection between headache period burden a work fulfilment. Materials and Method:

The present study “**Psychological and physically stress among coordinators at university level in district Faisalabad A gender base comparison study**” is an attempt to explore the major causes of psychological and physically stress among academic coordinators at the university level in District Faisalabad. At multistage sampling technique was employed for sample selection. In the first stage two universities were selected randomly, in the second stage (20 respondents) 10 from each university were taken by using a purposive sampling technique. A well-structured interview schedule was used for collect information on various demographic and socio-cultural variables. Together data was analyzed by using SPSS. Both expressive and inferential statistics were be employed for data analysis. .

Results and Findings:

Table 1: Dependability assessment designs

Parameter	Cronbach’s Alpha	No of Items
Job-related Pressure	0.634	32

The dependability assessment was carried out to ensure the inner reliability of the following sub-variables: job fulfilment, conflict over roles, stress, work-family conflict, and overall time spent at work.

Each variable was either problematic, decent, or admirable. Overall, the accuracy exam shows that the study was reliable in gathering material.

Table 2: Academic coordinators' occupational stress scores in relation to their job happiness

SN	Items	SA	A	UD	D	SD	Mean
1.	I income delight in responsibility my task.	53.3	46.7	-	-	-	4.53
2.	My place of work gives all of the vital training to achieve the process.	6.7	73.3	13.3	6.7	-	3.80
3.	I am gratified with the possibilities of merchandising given using the work.	-	80.0	6.7	13.3	-	3.67
4.	My seniors income care of self-esteem.	40.0	60.0	-	-	-	4.40

Table :2 shows the mean figures and percent of the education's responses. Each item of job satisfaction reveals that the majority of male and female moot coordinators agree (80%), implying that job

happiness is a momentous indication of work pressure for both genders.

Table 3: Stressful job notches associated to part fight amongst moot coordinators

Table (3) shows the overall figures and percentage of the study's participants. Each item of role conflict reveals that the majority of male and female

academic directors agree (66.7%), indicating that role conflict is an important indication of professional pressure for together males and females.

SN	Items	SA	A	UD	D	SD	
		Percentages					
1.	I and my classmates get along well	33.3	66.7	-	-	4.33	
2.	Most of my pensioners often give contradictory instruction regarding my job.	-	60.0	-	40.0	3.20	
3.	Most of my thought are stered and practical in the unit.	33.3	53.3	-	13.3	4.07	
4.	Since the doubt and indecision of my formations, I am unable to complete my tasks successfully	6.7	13.3	13.3	60.0	6.7	2.53

Table:(4): Scores of work-related strains concerning workload amongst moot coordinators

SN	ITEMS	SA	A	UD	D	SD	MEAN
1.	Occasionally it converts problematic for me to handle many responsibilities.	33.3	40.0	6.7	-	20.0	3.87
2.	Occasionally I get projects that is uninteresting.	-	86.7	13.3	-	-	3.87
3.	The task I have to complete each week is practical.	6.7	73.3	-	20.0	-	3.67
4.	My job stresses hard work.	46.7	53.3	-	-	-	4.47
5.	Due to an unnecessary job and a absence of while, I am incapable of complete coursework to mollify me.	20.0	26.7	-	53.3	-	3.93
6.	I take to whole my work fast. due to the hefty workload.	-	93.3	-	6.7	-	3.87
7.	Due to a high task, I am required to manage with An imperfect number of workers and capitals.	6.7	86.7	-	6.7	-	3.93
8.	I have a great duty for the growth and achievement of the section.	13.3	86.7	-	-	-	4.13

Table (4) shows the average figures and percent of the study's participants. Each item of workload reveals that the large proportion of male and female

educational directors (93.3%) agree, implying that workload is an important sign of workplace stress for both males and females in terms of efficiency.

Table (5): Scores of work-related tensions concerning work-family fights among academic directors

SN	Items	SA	A	UD	D	SD
		Percentages				
1.	I can't attend my family or contribute to their actions due to over-assignment.	46.7	53.3	-	-	4.47
2.	I stay frequently unable to join family activities due to work overload.	40.0	60.0	-	-	4.40
3.	At what time do I get household from work, I'm so fervently tired frequently that I'm powerless to pay for my family affairs.	40.0	60.0	-	-	4.40

Table (5) shows the mean figures and percent of the study's responses. Each item on work-family fighting demonstrates that the majority of male and female

moot directors agree (60%), indicating that conflict between work and family plays a large influence in stress related to work.

Table (6): Equal occupational pressure between female moot coordinators

Sub Scales	Work-related Stress	Mean	Remarks
1.	Job fulfilment	16.22	Strongly agree
2.	Person fight	13.33	Agree
3.	Job	29.89	Strongly agree
4.	Work-family fight	12.44	Agree

Table (6) represents the approach of job-related pressure amongst male educational coordinators. Whereas the suggested rating of process pride is 16.22, role warfare is 13.33, assignment is 29.89, paintings-own family struggle is 12.44 and general working hours are three.56. The mean of job pride,

function battle, and total operating hours display common pressure, whereas the suggestion of workload suggests high pressure among male instructional coordinators. So, in opposite work-related strain, the suggested cost indicates a mean impact.

Table (7): Level of work-related anxiety within female moot coordinators

Sub Scales Remarks	Work-related Stress	Mean	
1. Agree	Job fulfilment	16.00	Strongly
2. Agree	Person fight	12.67	
3. agree	Assignment	32.17	Strongly
4. Agree	Work-family fight	14.50	

Table (7) represents the source of workplace anxiety for female moot directors. The average satisfaction with job score is 16.00, fight between roles is 12.67, pressure is 32.17, work-family conflict is 14.50, and total hours worked are 3.33. The mean work fulfillment, character fight, and total hours worked indicate ordinary stress, whereas the mean workload

indicates high stress for female educational directors. So, while dealing with stress at work, the mean value has a standard effect.

HO1: Minor difference in stress at work among male and female scientific coordinators at the graduate level in public institutions.

Table (8): Work fulfillment between male and female moot coordinators

Gender Decision	n	Mean	SD	t-cal	t-crit	Df	P	
Male	13	16.22	1.394	0.280	2.160	13	0.784	Accepted
Female	07	16.00	1.673					
Cohen's d				0.143				

Table (8) shows that There is not any significant distinction in activity fulfillment amongst male and female instructional directors in the post-graduate stage in community area universities.

Table (8) stipulates the 't' price (280) which is unimportant at the stage of importance (zero.05). Due to this, the valueless speculation is common

with the aid of closing that there's no widespread difference between activity pleasure amongst males and women instructional coordinators at put up-graduate degree in local sector campuses.

Furthermore, the price of Cohen's d = zero.143, indicates a totally small effect length of t cost over process pride.

Table (9): Person fights among male and female moot coordinators

Gender Decision	n	Mean	SDm	t-cal	t-crit	Df	P
Male Accepted	13	13.33	1.871	0.709	2.160	13	0.491
Female	07	12.67	1.633				
Cohen's d				1.195			

Conclusion and Recommendations

In agreement with the consequences of the study, the highest impact of work- related stress has been shown by job satisfaction and workload. So, the universities must compensate kindness to these with the consequences of the study job approval and assignment. Consequently, to create the enactment of director's good and to lessen the level of stress, the universities must pay courtesy towards these issues by using different tactics.

The other poles like role conflict, total working hours, and work-family conflict that are also have great influence in increasing stress level among coordinators also need to be focused. With respect to the factors like workload, work-family conflict, total working hours, role conflict, and job satisfaction, both genders were found to be occupationally stressed.

Impartially, between the comprehensive occupational stress of both gender's academic planners, there were no noteworthy differences.

A report of tasks should be given to the employee to moderate stress concerning role conflict; so that they container switch toward their responsibilities. The pointer, work-family struggle centers in the direction of organizational and family problems for staff. To overcome this or toward discovery of the true resolution; the significance must stay assumed through allocating by struggles of individual lifetime as well as practiced life.

However, to find gender-based differences concerning occupational stress, the present study was

incapable. But then again, the situation is not despicable that these issues do not lie between the moot planners. These are the actual mutual besides important pointers which reason pressure among both genders' planners. By way of equal planners having same conditions to face were working on the same level, that is also a reason for not verdict gender-based dissimilarity. Thus, this study indicates the fact that all the indicators are sources of stress.

Recommendation:

With the establishment of the discoveries and conclusion of the study, the following commendations are recommended: between coordinators, the job satisfaction level may be upgraded after they acquire prizes and hazards of upgrades accordant with their act.

By directing to noticeable and real gauges that cause job stress, the appropriate training may be absolute. Along with manifold responsibilities, over this training, academic planners may acquire leadership in handling different kinds of circumstances. To perform the duties smoothly without any interruption job descriptions should be given to them to reduce the role conflict. Work-family conflict for staff hints at organizational and family difficulties, so importance must stand specified towards contract through fights of both private lifespan and practiced lifetime similarly.

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