

Impact of Occupational Stress on Job Satisfaction and Turnover Intention Among Employees Working in Academic Institutions in Tamil Nadu

Objective:

This study investigates the impact of occupational stress on job satisfaction and turnover intention among faculty members working in academic institutions in Tamil Nadu. With the growing recognition of the link between stress and employee outcomes, this research aims to examine how stress affects job satisfaction and the intention of faculty members to leave their jobs, specifically in the context of academic institutions.

Methodology:

Data Collection:

- Data for the study was collected from 965 faculty members working in various academic institutions (colleges) across Tamil Nadu.
- A structured questionnaire was distributed among faculty members to gather their responses. The questionnaire was designed to capture key variables, including occupational stress, job satisfaction, and turnover intention.

Variables Studied:

- Occupational Stress: Measured through factors like workload, work-life balance, role ambiguity, and interpersonal stress.
- Job Satisfaction: Evaluated by faculty members' feelings of satisfaction with their roles, work environment, and professional growth opportunities.
- Turnover Intention: Assessed by the likelihood of faculty members considering leaving their current institution.

Data Analysis:

- The collected data was analyzed using Structural Equation Modeling (SEM), a comprehensive statistical technique that helps in understanding complex relationships between observed and latent variables.
- SEM was used to model the relationships between occupational stress, job satisfaction, and turnover intention, testing the direct and indirect effects of these factors.

Results:

1. Impact of Occupational Stress on Job Satisfaction:

- The study found a significant negative relationship between occupational stress and job satisfaction. High levels of stress, particularly due to workload and role ambiguity, were found to reduce faculty members' overall job satisfaction.
- Faculty members experiencing high stress reported lower satisfaction with their job roles, work environment, and professional development opportunities.

2. Impact of Job Satisfaction on Turnover Intention:

- Job satisfaction was found to play a critical role in turnover intention. Faculty members who reported low levels of job satisfaction were more likely to express intentions of leaving their institution.
- The SEM model showed that higher stress leads to reduced job satisfaction, which in turn increases turnover intention.

3. Direct and Indirect Effects:

- The SEM analysis revealed that occupational stress directly contributes to higher turnover intention through its negative effect on job satisfaction. This suggests that addressing stress-related issues in academic institutions can help reduce turnover intention by improving faculty job satisfaction.

Conclusion:

The study clearly demonstrates that occupational stress has a significant negative impact on job satisfaction and a subsequent increase in turnover intention among faculty members in academic institutions in Tamil Nadu. Faculty members experiencing high stress are less satisfied with their jobs and are more likely to consider leaving their positions.

To mitigate these issues, it is crucial for academic institutions to focus on strategies to reduce occupational stress, such as:

- Reducing excessive workloads
- Clarifying role expectations
- Enhancing work-life balance
- Improving interpersonal relationships within the workplace

Furthermore, improving job satisfaction by providing professional development opportunities, supportive work environments, and adequate recognition could potentially lower turnover intention and retain experienced faculty members.

Key Takeaways:

- Occupational stress negatively affects job satisfaction and increases turnover intention.
- Improving job satisfaction through stress-reducing initiatives can enhance faculty retention in academic institutions.
- The SEM model provides a valuable tool for understanding the relationships between these factors and guiding interventions in academic workplaces.

This research provides critical insights for academic institutions and policymakers to develop effective strategies aimed at improving faculty well-being, satisfaction, and retention.

Keywords:

Occupational Stress, Job Satisfaction, Turnover Intention, Structural Equation Modeling (SEM), Faculty, Academic Institutions, Tamil Nadu.

