

A STUDY OF ORGANIZATIONAL ROLE STRESS AND ORGANIZATIONAL COMMITMENT AMONG THE FACULTY MEMBERS OF PUBLIC AND PRIVATE UNIVERSITIES

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ABSTRACT

‘Strain’ is a dynamic condition in which an person is confronted with an opportunity, constraint, demand related to what he or she needs and for which the outcome is perceived to be both uncertain and important. (Pestonjee, 1992). With the changing technologies and requirements level of stress have increased tremendously in public and private universities, result of which is reducing commitment level. The present research was conducted on a sample of 220 faculty members drawn randomly from different public and private universities with more than one year of experience in the same department of university. The result shows that the faculty members of Private and Public universities are suffering with organizational role stress and low level of organizational commitments, the dominant stressors are role erosion, inter role distance, role isolation, self role distance, personal inadequacy and personal inadequacy

KEYWORDS: Tremendously in Public and Private Universities, Dominant Stressors, Erosion