

Examining the Mediating Role of Peer Support, Manager Support, and Family Support on Occupational Stress

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ABSTRACT

In occupational stress research, the mediating functions of peer support, manager support, and family support have not been adequately studied to determine their likely intervening impacts. Based on the JCDS theory, the present research examines a model to assess the relevance of these components in occupational stress and its antecedents (Job demand, Job control, and role clarity). Responses from an online survey of 441 academic faculty members from various Indian higher educational institutions suggest that Family support mediated Job demand, Job control, role clarity, and their potential influence on Occupational stress is significant. The relationship between Occupational stress and its antecedents (Job demand, Job control, and Role clarity) mediated by Peer support has also had a significant impact on managing occupational stress. At the same time, the association between Occupational Stress and Manager Support did not significantly mediate its Antecedents. The importance of lowering the harmful effect of occupational stress in the academic institution context was explored. The findings and their theory and practice implications and future study techniques to better our understanding of occupational stress are discussed further.

Keywords: Occupational Stress, Manager Support, Family Support, Peer Support, Job Demand, Job Control, Role Clarity

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INTRODUCTION

Occupational stress phenomena cannot be avoided in any individual's Profession (Lee et al., 2022). Stress has become part of one's psychological and Occupational life (Said & El-Shafei, 2021). Stress is not the outcome of the Profession. Instead, it is out of interaction effect between the work environment and personal characteristics of a person (Handy, 1988). The kind of service supplied by Higher Education Institutions (HEIs) has a significant impact on socio-economic infrastructure. A stress-free environment in the HEIs is a catalyst for improved cooperation and exploration in knowledge-based organizations (Asrar-ul-Haq et al., 2019; Jerg-Bretzke et al., 2020). A teacher's health, quality of life, and teaching performance may suffer due to stress. When a teacher is under much stress, students' acceptance and academic performance suffer (Richards et al., 2020). A plethora of research studies was conducted to examine the causes of Occupational Stress and its Consequences (Shen & Slater, 2021). Several research studies prove the relationship between the Psychological job demand of an individual and its intense effect on occupational stress. In addition, lack of Role clarity and Lack of Job Control also cause stress among individuals (Devi & Lahkar, 2021; Kappagoda, 2013). Though several research on the topic of Occupational Stress has been undertaken, but a little importance was given to the area of Higher education teachers. In addition, most of the studies have neglected the role of the Manager's support and Peer support in influencing stress in the Individual. Only a few existing related literature have inclined to explore the impact of family support in inducing stressful conditions for an Individual.

This research paper focuses on the academic faculty and their unique working environment, encompassing 40 hours per week (De Paula & Boas, 2017). In addition to the teaching, each faculty must publish research article publications, students' mentoring, service duties, and many more (Nasser, 2017). Many studies focus on Occupational Stress, and it causes factors and consequences of stress like burnout or depression. Furthermore, a plethora of studies concentrated on antecedents of occupational stress, the pressure they faced, the efficiency of their teaching, and research expectations (Bayram & Bilgel, 2008). Nevertheless, only limited studies focus on the mediation of the Manager's support, family support, and Peer support between Psychological job demand, Role Clarity and Job Control, and Job strain/Stress. This current study intends to fill the gap left by the previous studies using Job Demand-Control-Support Theory (JCD Theory) as the basis.

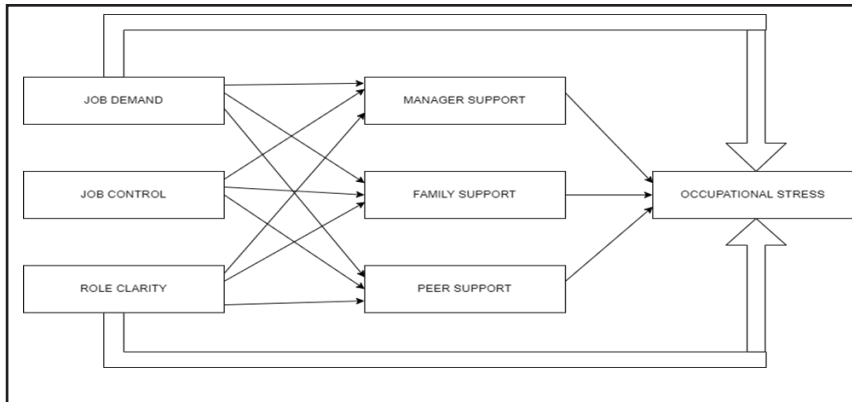
This research paper intends to investigate the mediation influence of Manager's support, Peer Support, and Family support between Psychological Job demand, Job control, role clarity, and the outcome variable of Job stress in the teaching staff. This suggestion is based on the following factors, according to the researchers.

To begin, the mediator effect of the Manager's support between job demand, role clarity, job control, and Job stress should be thoroughly explored due to lacking existing literature on this relationship. An academic faculty receives most of their job demand from their immediate higher authority (HOD), so their support is much needed to overcome the pressure (Devi & Lahkar, 2021; Winefield & Jarrett, 2001). Second, family support as a mediating factor between Job demand, Role clarity, job control, and Job stress should be examined since it plays a vital role in influencing stress among the academic faculty. Only a minor number of studies were done on this area. Therefore, the researcher intends to concentrate on this relationship through this study. Third, exploring the mediating role of Peer support among Job demand, Role clarity, Job control, and Job stress shall be evaluated to know the stress level explained by Peer support. The lack of existing literature forces the researcher to explore this relationship. Fourth, the academic faculty is one of the professions in our country which demands multiple skills to be exhibited simultaneously to survive. It requires outstanding abilities to grow on the ladder (Ahluwalia & Preet, 2019). No unions or organizations exist right now to safeguard the interest of academic faculty in most of the Indian states (Bodla & Nawaz, 2010). Therefore, the researcher shows exceptional attention to knowing the various background. HEIs must regulate and safeguard their staff from rising stress levels in order to secure academic staff well-being, organizational effectiveness, and a country's intellectual vitality. However, to do so, a better knowledge of the impacts of occupational stress on HEIs employees is required. This research aimed to identify the leading causes of occupational stress among academic staff in Indian HEIs, examine the antecedents of occupational stress among Indian academic faculty, and further see if Manager's support, peer support, and family support mediate the effects of psychological job demands, lack of role clarity, and lack of job control on occupational stress. The findings from this research concern the achievement of HEIs goals since elevated levels have a detrimental impact on academic staff's behavioural and physiological states, contributing to harmful work and health abnormalities.

Theoretical Framework

The hypotheses developed for this study were founded on the Job Demand-Control-Support theory (JDCS Theory), the Transaction Model theory, and the Role theory. The JDCS theory postulates that the interaction effect of two work environment dimensions, namely Job demand and Job control, results in Job stress (Pozo-Antúnez et al., 2018). It postulates that an individual's perceived job demands outweigh the skills and resources of the person who needs to deal with the situation (Marcatto et al., 2021; Richards et al., 2020). The theory claims that a dynamic interplay seen between individuals and the working condition causes occupational stress (Obbarius et al., 2021). Family support was used as a mediator variable to reduce occupational stress's negative effect on workers' performance.

The extended model of transactional theory suggested that various factors like Social support and family support mediate between health hazards and health outcomes (Berjot & Gillet, 2011). This model accounts for variation and differences among individuals in dealing with the occupational stress process (Purnama et al., 2021). Role Clarity was used to analyze the effect of occupational stress on the Outcome variable Occupational Stress. Role theory was also used to contribute to the research model; it states that an individual experiences Stress when their expected behaviour is inconsistent, dissatisfaction prevails, and ineffective performance (Hemmings & Woodcock, 2011). Job demand and a lack of job control shall negatively influence an individual's stress level (Wu et al., 2019). Role theory focuses on two components, namely role ambiguity and role conflict (Daumiller & Dresel, 2018). Role conflict postulates that a person encounters a role against his principal values or simultaneously encounters two or more roles (Wong et al., 2014). Role ambiguity states that the role, which is not clearly articulated, maybe a source of stress (Demerouti et al., 2001; Hughes et al., 2021). Many types of research on Occupational Stress found a significant relationship between role clarity and stress level (Marcatto et al., 2021; Tquabo et al., 2021). With support from JDCS theory, transaction model, and Role theory, the researcher proposes a research model. Having a reasonable job demand, prominent role clarity, and great job control may reduce the occupational stress level of an employee.



*The direct relationship between Job control and Occupational stress was hidden in the model to avoid confusion.

Fig. 1: A Conceptual Model of the Research

LITERATURE REVIEW

Psychological job demand (PJD) defines a list of factors that continuously exert an individual to put Psychological or physical effort, consuming considerable physiological cost (Bakker & de Vries, 2021). A higher amount of Psychological job demand can create negative consequences such as stress in one's Individual (Spielberger et al., 2003; Winefield & Jarrett, 2001). The prevalence of high job demand significantly influences work-related stress among university staff (Kabito & Wami, 2020). Through Peer support, Job Demand significantly affects Occupational Stress (Mudrak et al., 2018). Family support helps to partially mediate the link between workplace demand and control, job support, and job stress (Wong et al., 2014). Psychological job demands were shown to predict Occupational stress significantly; Family support aided in the mediation of the connection among psychological job demand and Occupational stress (Montgomery et al., 2006). Job demands were predominantly associated with Occupational Stress, mainly through the mediation of Family support (Purnama et al., 2021). The significance of Manager Support as a mediator implies that enhancing social interactions at work should be a higher priority in the avoidance of Occupational stresses at work (Shern et al., 2016). The Supervisor's assistance acts as a powerful mediation seen

between the Psychological job demand of the employees and Occupational stress (Lecca et al., 2020). Peer support and manager support mediated the association among Job Demand and Occupational Stress. All antecedents of occupational stress directly influence occupational stress (Panatik et al., 2012). The results suggest that manager support, family support, and peer support have acted as a potent mediator between Psychological job demand and occupational stress (Bowen et al., 2014; Winefield & Jarrett, 2001). Similarly, a plethora of previous studies confirmed complete mediation of Family support, Peer support, and Manager Support between Psychological job demand and Occupational stress. Hence, it is proposed that:

Hypothesis 1: Family support (H1a), Manager Support (H1b), and Peer support (H1c) mediate the relationship between Job Demand and Occupational Stress.

Job control could be well-characterized by the ability to make decisions on the job and the freedom to choose the best capabilities to perform a job (Abraham, 2000). Internal locus of control, social support, and Job Control work together to mitigate stress impacts well-being (Elovainio et al., 2001). Job control is the primary antecedent to reducing occupational stress (Singh et al., 2022). The findings demonstrate that family and management support may help with work stress and mediate employee job-control – occupational stress (Brough et al., 2018). The findings of this research-backed up the first premise, demonstrating that Peer support is a potent mediator between Job control and Occupational stress (Dianat et al., 2021). The bulk of studies attests that manager assistance is important in combating occupational stress, despite significant variance in the size of the impact (Haly, 2009). Family support lowered the strains, reduced the perceived Occupational stressors, and regulated the stress-strain connection (Bolliger et al., 2022). The findings of the research call for both academic staff organizations and university administrations to examine modern academic work when implementing changes in rules and procedures – Role clarity that might reduce job-related stress (Fetherston et al., 2021). Recent research indicates a link between job control and workplace stress that is strong and beneficial (Fazaeli et al., 2021; Tquabo et al., 2021). Similarly, a plethora of previous studies confirmed complete mediation of Family support, Peer support, and Manager Support relationship with both job control as well as workplace stress. Hence, it is proposed that:

Hypothesis 2: Family support (H2a), Manager Support (H2b), and Peer Support (H2c) mediate the relationship between Job control and Occupational Stress.

The extent to which individuals think they receive clear guidance about their job's anticipated roles and conduct is referred to as role clarity. (Said & El-Shafei, 2021). Role clarity plays a very active role in reducing Job stress in HEIs academic faculty (Marcatto et al., 2021). Managers may better control their occupational stress with careful and well-planned implementation techniques that address the quantity of work, Role clarity, and training (Manshor et al., 2003). About two-thirds of teachers said they received help from family members support to deal with work-related stress (Singh et al., 2022). The support that married spouses provide each other when dealing with a significant occupational stress problem is highly effective (Nasser, 2017). Role clarity via Peer support provides people with displays of emotional concern or empathy, practical aid, and informational support, but it also helps to reduce workplace stress (Brough et al., 2018). Among the Job stress indices, Role clarity is considered a significant factor in influencing Occupational stress through mediating variables of Manager support (Jerg-Bretzke et al., 2020). Occupational stress is directly influenced by Role clarity, and that too if it is mediated by immediate supervisor support, then the influence is highly significant (Aghdasi et al., 2011). Employees will experience high Occupational stress if there is a lack of family support and poor role clarity. High-stress levels and Employees with little emotional intelligence can be greatly reduced if they receive adequate support and assistance from their immediate Manager to carry out their work (Othman et al., 2018).

Recent studies have found a link between job control and occupational stress that is strong as well as beneficial (Manshor et al., 2003). Similarly, many previous studies confirmed complete mediation of Family support, Peer support, and Manager Support between Role clarity and Occupational stress. Hence, it is proposed that.

Hypothesis 3: Family support (H3a), Manager Support (H3b), and Peer support (H3c) mediate the relationship between Role clarity and Occupational Stress.

RESEARCH METHODOLOGY

Data Source and Description

The cross-sectional approach and surveying approach were used in this research to obtain input amongst academics teaching in Indian universities. Respondents' email address was compiled from various sources like institution websites, conference advertisements, etc. Many existing studies in this domain used the same approach to collect the data from the respondents (Hemmings & Woodcock, 2011). Almost 2000 emails were dispersed to all faculty members. Working for both government as well as commercial organizations, employees' email identities were traced in Tamilnadu, Kerala, Karnataka, Andhra Pradesh, Telangana, and Puducherry, mentioning their intentional interest in academic research into occupational stress. After the dispersion of 2000 survey questionnaires to the entire academic faculty, finally, 471 participants responded to us. A 38-questionnaire survey was removed due to significant missing values, and 441 responses were accepted for further analysis.

The correct code of ethical conduct was strictly followed in collecting data from the respondents. Information was gathered utilizing a self-detailed online questionnaire. Before finishing the survey, members read an explanation educating them regarding the motivation behind the undertaking. They were guaranteed that no data would be gathered and just the researchers would approach the information.

Data Analysis

SPSS v21 software was used to calculate descriptive statistics, correlation coefficients, and Cronbach's alpha values. SmartPLS was deployed to determine the validity of the measurement model. External loadings were estimated and removed as more minor than threshold values of less than 0.7.

Due to overwhelming responses, we received 441 responses which are more than sufficient to run multivariate data analysis. The majority of respondents, i.e., 23% are from Tamilnadu, 21% from Karnataka, 19% from Andhra Pradesh, 16% from Kerala, 15% from Telangana, and 5% are from the union territory of Puducherry. The majority of the respondents were from the male category (66.32%), and the married academic faculty were the most likely to participate. The married academic faculty were the most to participate in the survey (72.64%), and above three fourth of survey

participants were working in private institutions. Assistant Professor Category contributes almost two-thirds (64%) of total respondents, followed by Associate Professor (27%) and Professor Grade contributes only 9%. The majority of the respondents of this study are middle-aged persons aged 31 – 45.

Measures

All dimensions utilized in the survey to gather data were scored on a Likert scale, with 1 denoting strong disagreement and 5 denoting strong agreement.

- (Schutz & Long, 1988) Updated eight items to assess occupational stress. “I discover that I have more work beyond what should be expected of me,” for sample.
- (Demerouti et al., 2001) created four questions to assess job demand. “My job necessitates working extremely quickly,” for sample.
- (Karasek et al., 1998) were used on six items scale to assess job control. “I have the opportunity to learn new things via my employment,” for sample.
- The five-item scale established by (Ivancevich & Donnelly Jr, 1974) was used to assess role clarity. “My job goals are usually carefully defined,” for sample.
- (Bolliger et al., 2022) employed a five-item scale to assess peer support. “I feel like I am part of a helpful, professional network,” for sample.
- (Dianat et al., 2021) used a five-item scale to assess family support. “I can speak about difficulties with my family,” for sample.
- (Semmer et al., 2007) used a five-item questionnaire to assess manager support. One sample item is “My boss may be reached as necessary.”
- The demographic factors were gender, marital status, and kind of employment. In addition, demographic variables such as participants’ age and years of work experience were included.

DATA ANALYSIS

The descriptive statistics, individual construct correlations, and Cronbach’s alpha values are presented in Table 1. The reliability value of the Job demand construct was 0.817, and the reliability value of Job

control, Role clarity, Family support, Peer support, Manager Support, and Occupational stress constructs was 0.844, 0.913, 0.873, 0.895, 0.876 and 0.918 respectively. All measurements ranged between 0.7 and 0.85, indicating good to very high reliability (Taber, 2018).

Table 1: Individual Construct Correlations

	FS	JC	JD	MS	OS	RC	PS
FS	1						
JC	0.502	1					
JD	-0.508	-0.608	1				
MS	0.465	0.687	-0.719	1			
OS	-0.467	-0.543	0.473	-0.482	1		
RC	0.487	0.573	-0.638	0.526	-0.531	1	
PS	0.472	0.583	-0.744	0.641	-0.534	0.649	1

Table 1 provides individual construct correlations and shows the outer loadings of each construct after removing two indicators of Job Control, one Indicator of Peer support due to poor loadings. The measurement Model was conducted on the self-reported scales (i.e., JD, JC, RC, FS, PS, MS, and OS) to examine outer loadings. From the observations, Measurement Model results supported a 7-factor model as a better fit with the data due to AVE, rho_a, Composite Reliability supporting the data and ensuring Construct reliability and validity (Adepoju & Adeniji, 2020). Both the Farnell-larcker test along with HTMT Ratio proves to be adequate to ensure Discriminant validity (Panatik et al., 2012). Thus, the proposed theoretical model's construct validity, reliability, and discriminant validity are well established. All outer loadings were significant at the 0.01 significance level, varying between 0.61 to 0.86.

Hypotheses Testing

Researchers (Asif et al., 2019; Preacher & Hayes, 2004) recommended a path analysis procedure to test the hypotheses, using bootstrap analysis with 5000 bootstrap samples to examine the indirect effects.

Table 2: T Statistics and P-Values for Testing Hypotheses

Relationships	Confidence Intervals		T Statistics (O/STDEV)	P Values	Result
	2.50%	97.50%			
Job control -> manager support -> occupational stress	-0.087	0.032	0.923	0.356	Rejected
Job control -> peer support -> occupational stress	-0.05	-0.011	2.829	0.005**	Accepted
Job demand -> family support -> occupational stress	0.019	0.064	3.375	0.001**	Accepted
Role clarity -> peer support -> occupational stress	-0.085	-0.026	3.55	0.001**	Accepted
Role clarity -> manager support -> occupational stress	-0.006	0.009	0.207	0.836	Rejected
Role clarity -> family support -> occupational stress	-0.059	-0.011	2.623	0.009**	Accepted
Job demand -> manager support -> occupational stress	-0.036	0.111	0.897	0.37	Rejected
Job demand -> peer support -> occupational stress	0.053	0.169	3.635	0.001**	Accepted
Job control -> family support -> occupational stress	-0.072	-0.018	2.932	0.003**	Accepted

The hypothesis testing using T statistics and p – values are reported in Table 2 for the mediation relationship between Job demand and Occupational Stress through family support, Manager Support, and Peer Support. Almost all hypotheses were accepted except three, which have mediation through manager support (Job control -> manager support -> occupational stress, Role clarity -> manager support -> occupational stress and Job demand -> manager support -> occupational stress).

Table 3: Indirect Effects of Job Demand on Occupational Stress

IV: Job Demand	DV: Occupational Stress		
	Indirect Effect	Lower Limit	Upper Limit
Manager support	0.035	-0.036	0.111
Family support	0.033	0.019	0.064
Peer support	0.107	0.053	0.169

From Table 3, According to the Bootstrapping study, The two indirect effects of job demand on Occupational Stress are mediated by Family support ($B = -0.213$ and $B = -0.167$) and Peer support ($B = -0.502$ and $B = -0.214$), which are significant. In contrast, the influence of Manager Support ($B = -0.483$ and $B = -0.070$) is insignificant. The 95 percent Boot CI Bias corrected indirect effects (LL = 0.019, UL = 0.064), (LL = 0.053, UL = 0.169) do not straddle a zero in between, suggesting a mediation effect (Preacher & Hayes, 2004, 2008). However, the indirect effects of 95 percent Boot CI Bias corrected: 1 straddle a 0 in the case of Manager support as a mediating variable (L.L. = -0.036, U.L. = 0.111), showing that there is no mediation effect of Manager support between Job demand and Occupational Stress.

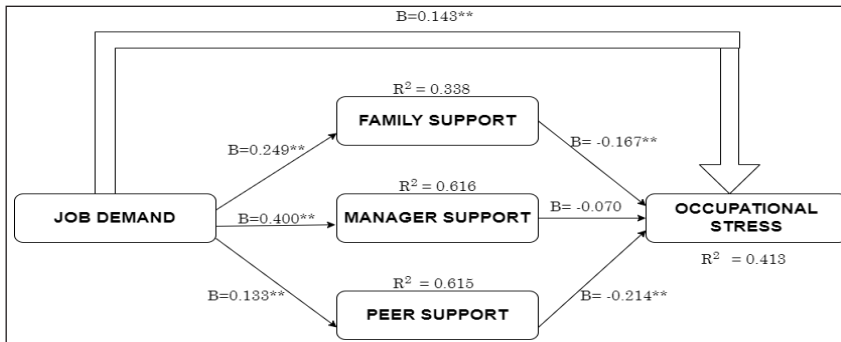


Fig. 2: Job Demand on Occupational Stress through Mediating Variables

Only H1a and H1c were validated in Fig. 2, but not H1b, implying that only family and peer support have a significant role in reducing faculty members' occupational stress as a result of job demand. The direct link between job demand and occupational stress was not significant among H1a and H1c associations, confirming a full mediation effect, as illustrated in Fig. 2.

Table 4: Indirect Effects for Job Control on Occupational Stress

IV: Job Control	DV: Occupational Stress		
	Indirect Effect	Lower Limit	Upper Limit
Manager support	0.001	-0.036	0.111
Family support	-0.033	-0.072	-0.018
Peer support	-0.053	-0.051	-0.011

From Table 4, According to the Bootstrapping study, The two indirect effects of job demand on occupational stress are mediated by Family support ($B = 0.249$ and $B = -0.167$) and Peer support ($B = 0.133$ and $B = -0.214$), which are significant. In contrast, the influence of Manager Support ($B = 0.400$ and $B = -0.070$) is insignificant. The 95 percent Boot CI Bias corrected indirect effects ($LL = -0.072$, $UL = -0.018$), ($LL = -0.05$, $UL = -0.011$) do not straddle a zero in between, suggesting a mediation effect (Preacher & Hayes, 2004, 2008). However, the indirect effects of 95 percent Boot CI Bias corrected: 1 straddle a 0 in the case of Manager support as a mediating variable ($L.L. = -0.087$, $U.L. = 0.032$), showing that there is no mediation effect of Manager support between Job control and Occupational Stress.

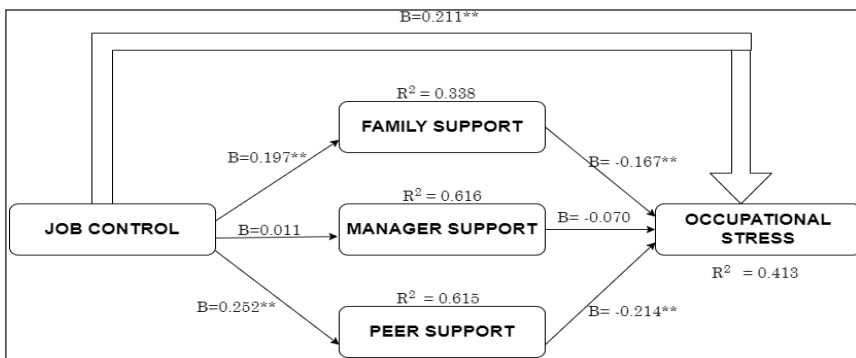
**Fig. 3: Job Control on Occupational Stress through Mediating Variables**

Fig. 3 shows that just H2a and H2c, but not H2b, are supported, implying that only family and peer support have a significant role in reducing faculty members' occupational stress via job control. Fig. 3 demonstrates a significant direct connection between job control and occupational stress across H2a and H2c relationships, implying a partial mediation effect.

Table 5: Indirect Effects for Role Clarity on Occupational Stress

IV: Role Clarity	DV: Occupational Stress		
Mediators	Indirect Effect	Lower Limit	Upper Limit
Manager support	0.001	-0.006	0.009
Family support	-0.038	-0.059	-0.011
Peer support	-0.054	-0.085	-0.026

From Table 5, According to the Bootstrapping study, The two indirect effects of job demand on occupational stress are mediated by Family support ($B = 0.197$ and $B = -0.167$) and Peer support ($B = 0.252$ and $B = -0.214$), which are significant. In contrast, the influence of Manager Support ($B = 0.011$ and $B = 0.070$) is insignificant. The 95 percent Boot CI Bias corrected indirect effects (LL = -0.059, UL = -0.011), (LL = -0.085, UL = -0.026) do not straddle a zero in between, suggesting a mediation effect (Preacher & Hayes, 2004, 2008). However, the indirect effects of 95 percent Boot CI Bias corrected: 1 straddle a 0 in the case of Manager support as a mediating variable (LL = -0.006, UL = 0.009), showing that there is no mediation effect of Manager support between Role clarity and Occupational Stress.

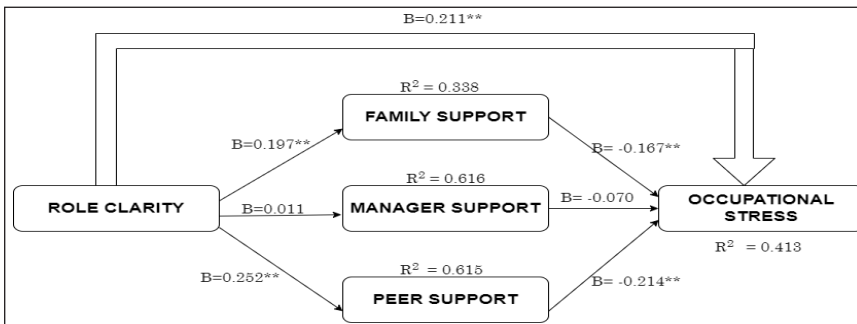


Fig. 4: Role Clarity on Occupational Stress through Mediating Variables

Hypotheses H3a and H3c were supported in Fig. 4, but not H3b, suggesting that only Family and Peer support have a major impact in lowering faculty members’ workplace stress via Role clarity. Further, Fig. 4 shows that among H3a and H3c associations, a significant influence

between Role clarity and Occupational Stress was found to be significant, suggesting a partially mediating effect.

DISCUSSION

This research paper had three broad goals: (1) to examine the mediating effect of Family Support (F.S.), Manager Support (M.S.), and Peer Support (P.S.) between Job Demand (J.D.) and Occupational Stress (O.S.). (2) To examine the mediating effect of Family Support (F.S.), Manager Support (M.S.), and Peer Support (P.S.) between Job Control (J.C.) and Occupational Stress (O.S.). (3) To test the mediating role of Family support (F.S.), Manager Support (M.S.), and Peer Support (P.S.) between Role Clarity (R.C.) and Occupational Stress (O.S.). Contrary to (Haly, 2009), Hypothesis 1 found no mediation effect of Manager Support between Job demand and occupational stress; this indicates that family support and Peer support play a significant role in reducing occupational stress among academic faculty. This may be due to the nature of this academic teaching profession, which demands their contribution even after working hours, and they may be required to work at home. If they do not get family support to manage this trauma, they may fall victim to hazardous Occupational Stress. The majority of the respondents of this study are middle-aged persons aged 31 - 45; they may have different expectations about this Profession. Nevertheless, in reality, it is different and exerts more work from them and maybe demands work in multiple academic fields like administrative work, research-oriented activities and paper publications in better-indexed journals and even some self-financing college urging them to work for student's admission process too. This difficult phase requires necessary support from family and peers, and if they fail to get it, they may succumb to occupational stress. Therefore, from this study, in line with (Dianat et al., 2021; Panatik et al., 2012), the amount of support received from the teaching faculty's family and their peers plays a significant role in determining the stress level. Thus, higher support from family and more excellent support from peers make the academic faculty control occupational Stress even if their job demands more from them. The total effect of job demand on occupational stress is statistically significant.

Contrary to the findings of (Shern et al., 2016), Hypothesis 2 found no mediation effect of Manager Support between Job control and Occupational

Stress. However, in line with (Aghdasi et al., 2011; Brough et al., 2018), the other two mediations, like Family support and Peer support, have significantly influenced. Thus, it proves that the academic faculty with control in a job with better family support and better support from peers paves the way for them to reduce occupational stress significantly. This result shed some light on an academic faculty who have better control. They can keep occupational stress under control even with little support from their managers or Supervisors, provided their family and peers adequately support them. Job control has significant negative influences on occupational stress. In addition to that, family support and Peer support significantly reduce workplace stress. The real influence of Job control on workplace stress is statistically significant.

Contrary to the findings of (Jerg-Bretzke et al., 2020), Hypothesis 3 shows that a high level of Manager or superior support does not influence the academic faculty to reduce stress. Moreover, in line with (Brough et al., 2018; Daumiller & Dresel, 2018; Nasser, 2017), family support and Peer support act as a great mediator between Role clarity, family support, and occupational stress. Many academic faculties face many tasks to be done continuously; the many chances are that many more charges are directionless and clueless. This factor drains them continuously and steers them towards high occupational stress. This study proved that role clarity, family support, and Peer support significantly reduce workplace stress. The real influence of Job control on workplace stress is statistically significant.

In general, we restate the reasons we made before to emphasize the need for enhancing family support and Peer support among academic faculty members and propose that experiencing enhanced Peer support and Family support can contribute to academic faculty experiencing more negligible Occupational stress effects.

MANAGERIAL IMPLICATIONS

This study makes significant theoretical contributions. Only a few researchers used the transactional model theory to predict the antecedents of Occupational Stress. The current study tries to use the framework of transactional model theory to enlighten more on how family support and Peer support reduces occupational stress, which originated from Excessive Job demand, Lack of Job control, and Lack of role clarity. Further, using

transactional model theory lets us know the effect of mediation through family support and Peer support in reducing overall occupational stress.

JCDS theory, which has been frequently used in studying occupational stress factors, was used to enhance this theory's knowledge further. The hypothesis in this research was framed to know the influence of Job demand and Job control on occupational stress. Finally, we used the role theory to investigate the impact of role clarity on workplace stress. The idea of occupational stress is complicated, and we believe that neither a single theory nor concept can adequately describe all of the sub-contexts in these important areas. We have gained a better grasp of occupational stress undertones by combining the three theories and notions. In the literature on occupational stress, we have elaborated on the distinctive contributions of these theories/concepts.

From an employee standpoint, we suggest that Occupational Stress is a multidimensional construct that cannot be described completely by a single element but requires several elements. In this study, excessive job demand exerts more occupational stress on employees, leading to counter-proactive employee health. If employees get adequate support from their immediate family, they have occupational stress in control. Peer support plays a significant role in reducing occupational stress.

High occupational stress is terrible for the employee, but employers too face many issues from an employer standpoint. An employer must keep the employee from high occupational stress to run a daily function at a high productivity rate. Allowing employees to have control over their job also plays a significant role in controlling Occupational Stress. Employers may consider introducing peer support programs to promote employee well-being and relationships. Reduced occupational stress paves the way for more productive output, maintaining sustainable development.

Our study sheds light on the unique dynamics in the work stress of academic staff in India from a social perspective. In India, family plays a crucial part in people's lives, and the academic staff is no exception. The researcher concludes that a good amount of family support and Peer support significantly reduce Occupational Stress.

CONCLUSION

The critical role of family support and Peer support in reducing occupational stress was affirmed in this research. Most of the hypotheses were supported.

We study the dimensions of Peer support, Manager Support, and Family support cautiously to additional our grip on the contributing elements of occupational stress to the academic faculty. It is also imperative that instructive organizations improve job control, role clarity, and reasonable job demand at every potential opportunity. We ask analysts and strategy producers, particularly those associated with educational institutions, to be mindful of the way that Peer support and family support interface issues for academic faculty have their restrictive nuances. In this manner, summing up outcomes (from considerations done by different experts) can be deceiving. An appreciation of the extraordinary conditions in academic faculty's peer support, family support, and manager support elements. It ends from this research present a binding commitment to this.

SCOPE FOR FUTURE RESEARCH

This research used a novel model that has been limited testing before in occupational stress. The research model's 'exploratory examination' nature restricted us from finding past, comparative investigations to connect our contentions or contrast our outcomes. We did not evaluate the types of Peer support, family support, and management support that may influence the occupational stress of academic faculty members. We additionally did not assess occupational stress consequences factors to keep our current model basic and straightforward. Occupational stress consequences factors examination might have produced specific outcomes assorted based on the findings of the current inquiry. Future research on both of the topics mentioned above is recommended. Our study focused solely upon academic faculty in HEIs in India, cautioning us never to misrepresent or make generalizations that could be competent or culturally specific. Moderators were turned down, which may influence Occupational Stress. The nature of the family or number of children, number of wards, and different occupational stress indicators were excluded from this research study. The elements mentioned above may be considered in the resulting research gaining a more extravagant comprehension of Occupational Stress.

More research studies need to be produced in the country, culturally rich and distinct teaching faculty fraternities before generalizing the outcomes to other Asian countries. Current data were collected from different colleges in India. The nature of work is not identical in all the educational institutions throughout India. For instance, the term 'occupational stress'

might be deciphered distinctively, relying upon the member's teaching capability, their ebb and flow rank, and the establishment they work in (Research serious as opposed to teaching-focused). We could not handle such contrasts because of the information we used to break down the model. It is in this way encouraged that forthcoming research modifications relating to the academic faculty foundations.

Data was gathered via online platforms, and usual impediments inborn in such a method might be present in this investigation, too, just as respondents not focusing on study questions or misconstruing study headings, their state of mind at the hour of review consummation, the presence of any distracters in the mood, and so on, which can influence study reactions.

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