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STRESS MANAGEMENT AMONG SELF FINANCING COLLEGE TEACHERS – A STUDY

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ABSTRACT

Occupational stress can bring about physical, mental and enthusiastic indications that add to teachers settling on the choice to leave the showing calling. Investigation of stress components among teachers may give bearing to future impelling and professional advancement programs. This study is to explore the Stress Management among Self Financing College Teachers. This research descriptive in nature. The sampling design of the research is based on the stratified random sampling. The study conduct in UDC college, Tiruchirappalli City and the sample selected as 30 female and 30 male totally 60 respondents. Researcher conducted the study with the help of primary and secondary data. Primary data have been collected from the respondents by well structured questionnaires. Secondary data for the study were collected from books, journals, research articles and websites.

KEYWORDS: Stress, Educational sectors, Teachers.

INTRODUCTION

Stress is a natural part of every young person's life. Stress is any change, internal or external, positive or negative, to which a young person must adapt; simply, "stress is anything that causes physical and/or mental wear and tear on the body and mind". Although the phenomenon of stress exists

since ancient times, conscious attempts to study the concept systematically have begun in the later half of the twentieth century. Stress has been described as a response to a challenging demand or event (Seyle, 1976)¹. Social and biological sciences have found it necessary and useful to investigate the effects of stress and psychological tension on the physical and mental well being of the people. However, too much stress affects the health and well being, every day performance and behaviour adversely. Day to day problems, work related pressures, conflict of interests

between home and work place, unrealistic expectations of others – all lead to stressors which are the causes of stress. Stressors include physical stressors, environmental stressors, individual stressors, family stressors, inter personal stressors, career and job related stressors. These stressors need to be managed. Stress management is integral to good management practice. Stress has both positive and negative aspects. Both need to be managed for enhanced performance and benefits at work. Job stress can become an important topic for study of



understanding organizational behaviour since it may adversely affect the physical and mental health of the employees and their contribution to the efficiency and effectiveness of organizations. Although the concept of occupational stress is not easy to define as there is a lack of agreement among researchers on the definition of stress itself (Beehr and Franz, 1987)². In today's world, young teaching professionals are increasingly confronted with a problem of conflict between a career role and opting for an equally demanding role at home. There are stresses associated with both alternatives and with choosing to balance between them. The problem of stress in teachers is an important aspect of the process of social change in India. The consequent outcome is that the modern men and women teachers live in two systems and need to perform both familial as well as professional roles. This in turn leads to a number of stresses amongst men and women teaching professionals.

STRESS IN TEACHING PROFESSIONALS

Today, the impact of stress is felt not only by individuals but by organizations and society at large. Stress management, therefore, is a burning issue in the current scenario of insecurity and instability. In recent years, teacher stress has become an issue of increasing public and professional concern. Since teaching profession is unique yet stressful, whether stress is being faced in teaching professionals of management institutes in Pune, needed to be explored. Based on the review of literature, although common areas emerge in quantitative research as sources of stress for teachers in general, consideration has yet to be given to the individual teachers within the context of specific education systems and also to the influences which have impact on these systems. Some times Kyriacou (1989)³ a negative feeling or unpleasant emotional state resulting from work is stress for a teacher. An idea emerging from various models of stress reviewed, it was proposed to study the population sample of teaching professionals and their experience of stress in response to their roles in management institutes. Review on researches points out that very few studies have been conducted on male and female differences in stress-effects with special reference to teaching professionals.

REVIEW OF LITERATURE

Dr. J. Vijayadurai and S. Venkatesh (2012)⁴ Stress at work can be a real problem to the organization as well as for its workers. Good management and good work organization are the best forms of stress prevention. If employees are already stressed, their managers should be aware of it and know to help. Business related pressure is the reaction individuals may have when give work requests and weights that are not coordinated as far as anyone is concerned and capacities and which challenge their capacity to adapt. Stress happens in an extensive variety of work conditions however is frequently exacerbated when representatives feel they have little help from bosses and associates and where they can adapt to its requests and weights. There is regularly disarray between weight or test and push and some of the time it is utilized to pardon terrible administration rehearse.. In the workplace and at home, stress and other difficult situation are at an all- time high. Factors such as job insecurity, long hours, continuous change and unrealistic deadlines can cause serious problem for workers. The aim and goal of the paper is to know the various factors to stimulate stress level among women teachers in college level. Workplace stress occurs when there is an imbalance the demands and perceived pressures of the work environment and an individual ability to cope. An individual's experience of stress at work is to a large extent affected by the level of control they have over their working condition / pressures, the degree of support they receive from others in the workplace and the strategies they use to respond to work pressures.

Sukumar A and Dr. M. Kanagarathinam (2016)⁵ the genesis of stress research was in 1914, when Walter Cannon – a noted physiologist an early pioneer of stress for the first time described body's reaction to stress. He identified stress reaction as "fight or flight," an involuntary response that occurs in an emergency situation in which an individual must either confront or escape from a dangerous situation. Showing calling was once seen as a „low stretch occupation “ and they have been begrudged for residency, light workload, adaptability and different livens, for example, outside outings for study and gathering. Notwithstanding, some current examinations recommend that school personnel is among the most focused on word related gathering. The present investigation was led to investigate the staff discernment towards word related pressure utilizing set up

poll, information gathered from five offices in the private universities. To discover feeling about educating and taking care of understudies, to discover the pressure makers, to discover procedures connected by the College resources for overseeing pressure.

Diksha Garg and Kavita Rani (2014)⁶ Teaching has today become not only challenging but also highly competitive and a stressful occupation. Teachers are conscious of their conduct and adherence to human value. They are considered as a core stone of successful education system. In higher education, teachers are experiencing pressures to increase productivity and efficiency at their work places to meet out the expectations of general public, management as well as from state and central governments, which creates stress among them. It is important to tackle the causes of stress in the workplace as stress at work can lead to problems for the individual, working relationships and the overall environment. Managing stress in the workplace is therefore an essential part of both individual and it is institutional social responsibility also. The primary objective of present paper is to identify causes that lead to high stress. The secondary objectives are to study the consequences of stress and to suggest some workable interventions to reduce the stress. This research paper is of descriptive and analytical type and based on primary data collected through questionnaires filled by the 30 teachers working in engineering colleges in Kurukshetra. The secondary data includes reference books, journal, research papers and internet. The findings of the study indicates that most of teachers are having moderate level of stress and work overload & job insecurity are the main causes of occupational stress. It also reveals that majority of respondents encounter tension and depression & problem in balancing work and family life due to stress and most of the teachers said that they managed work stress by taking rest and coffee & playing with the their children. It is suggest that the management should come forward and promote various activities for reducing stress level of teachers.

Partap Singh and Sangeeta Rani (2015)⁷ , Teaching profession was once viewed as a 'low stress occupation' and they have been envied for tenure, light workload, flexibility and other perks such as foreign trips for study and conference. However, some recent studies suggest that university faculty is among the most stressed occupational group. The present study was conducted to explore the faculty perception towards occupational stress using established questionnaire, data collected from five departments in the private colleges. To find opinion about teaching and handling students, to find out the stress creators, to analysis of sharing stress problems, to find out techniques applied by the College teachers for managing stress.

SCOPE OF THE STUDY

Human life without experiencing stress is not possible in today's competitive world. In general the human's mental and physical ability is limited towards the stress. College teachers are not an exemption; it is important to the college teachers and the colleges to manage the level of stress and coping with it to achieve the desired goals.

The findings of the study may be greatly useful to teaching faculty members working in self finance college. The study was carried out in order to enable a better understanding of stress management among the teachers in self financing colleges, special reference to Tiruchirappalli District.

STATEMENT OF THE PROBLEM

The issue of occupational stress does singular influence teachers, as well as effects the proficient administration of college frameworks. There is an increase in the awareness among youngsters for the need of higher education, and for better job opportunities and parents' desire to protected future for their children through better education this in turn results in the demand for better performance from the teachers in private colleges. This creates stress which leads to reduced teaching efficiency. This researcher tries to analyze the stress variables experienced by teachers to figure out whether there is a connection between genders; age, year of experience. The researcher wants to pick up a superior comprehension of the diverse stressors that influence teachers, with the expectation that college and framework coordinators will take a proactive approach in giving backing to teachers.

OBJECTIVE OF THE STUDY

1. To study the demographic profile of the respondents
2. To find out the level of stress in self financing college teachers
3. To provide optimize suggestion for stress free life

RESEARCH DESIGN

This research descriptive in nature. The sampling design of the research is based on the stratified random sampling. The study conduct in UDC college, Tiruchirappalli City and the sample selected as 30 female and 30 male totally 60 respondents. Researcher conducted the study with the help of primary and secondary data. Primary data have been collected from the respondents by well structured questionnaires. Secondary data for the study were collected from books, journals, research articles and websites.

DATA ANALYSIS AND INTERPRETATION

Hypothesis

- o H1: There is a significant difference between Gender of the respondents and their level of Stress
- o H2: There is a significant difference between Age of the respondents and their level of Stress
- o H3: There is a significant difference between Working Experience of the respondents and their level of Stress

't' test difference between Gender, Age, Working Experience of the respondents and their Level of Stress

Level of Stress	N	Mean	S.D	Statistical Inference
Gender				
Male	30	26.79	1.092	T=19.745 P<0.05 Significant
Female	30	32.15	0.812	
Age				
Below 30yrs	16	28.13	0.712	T=-0.621 p>0.05 Not Significant
Above 30yrs	44	29.65	0.703	
Working Experience				
Below 5yrs	13	28.78	0.674	T=-0.926 P>0.05 Not Significant
Above 5yrs	47	30.15	0.612	

It was inferred from the above table that, there is a significant difference between Gender of the respondents and their level of stress. Hence the calculated value is less than table value $p < 0.05$. So the research hypothesis is accepted and also the table reveals that there is no significant difference between Age, Working Experience of the respondents and their level of stress, hence the calculate value is greater than table value $p > 0.05$. So the research hypothesis is rejected.

SUGGESTION

- o It suggested to management that concentrate and give more importance to financial problems faced by teachers, pleasant working environment, which reduce the level of depression in order to improve their commitments.
- o Many organization not reconditioning employees efficient, when the employee highly committed but still not recognized by the management. These practices will reduce the employee productive and management may lose potential candidate.
- o Employee can exercise regularly and get enough sleep. Make time to enjoy an activity outside the work place.

CONCLUSION

At present stress issue has being working hazard and it needs to be addressed without delay especial people working in education sector. Stress can make an individual productive and positive energy when it is identified and well managed. Therefore, stress cannot be measured just as an individual problem because it

reduced job satisfaction and lower productivity has a direct effect on the institution as a whole. Hence, the management must take proper initiatives in reducing stress and helping them to overcome its disastrous effect.

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