

A Study on Stress Management in Education Sector

Niti Sharma¹, Arjun Sharma²

¹Research Scholar, GKU & Assistant Professor, Baba Farid College, Bathinda.

²Assistant Professor, Baba Farid college of Management & Technology, Bathinda

ABSTRACT

Stress is a general term applied to various psychologic (mental) and physiologic (bodily) pressures experienced or felt by people throughout their lives. stress is everywhere but from this research paper we will study the stress management on banking sector. Dr. Hans Selye, one of the leading authorities on the concept of stress, described stress as “the rate of all wear and tear caused by life. “Stress can be positive or negative: Stress is good when the situation offers an opportunity to a person to gain something. It acts as a motivator for peak performance. Stress is negative when a person faces social, physical, organizational and emotional problems. Factors that are responsible for causing stress are called stressors. The primary objective of this study is to study various causes of stress that affects the teachers working in colleges. Another objective is to examine the effect of stress on the teachers working in colleges. The present paper will also help to identify the various techniques adopted by individual for manage stress.

I. INTRODUCTION

Stress is a general term applied to various psychologic (mental) and physiologic (bodily) pressures experienced or felt by people throughout their lives. Stress is defined as “a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs.” Dr. Hans Selye, one of the leading authorities on the concept of stress, described stress as “the rate of all wear and tear caused by life.”Stress can be positive or negative: Stress is good when the situation offers an opportunity to a person to gain something. It acts as a motivator for peak performance. Stress is negative when a person faces social, physical, organizational and emotional problems. Factors that are responsible for causing stress are called stressors.

II. CAUSES OF STRESS

The major causes of stress at work or in organization:



The main causes of stress outside work or organization:



III. FOLLOWING HABITS CAN REMARKABLY HELP TO RELIEVE STRESS:

- Regular meditation,
- Physical exercise,
- Balanced diet,
- Focused thinking,
- Control of anger,
- Managing Depression,
- Maintaining calmness in stressful situations,
- Having a positive attitude towards life,
- Harmony towards self and others, etc.

IV. JOB STRESS

Stress related to work environment is known as Work stress or job stress. Job stress can be defined as the harmful physical and emotional responses that occur when the requirement of the job do not match the capabilities, resources, or needs of the workers. It is a chronic disease caused by conditions in the workplace that negatively affect an individual's performance and/or overall wellbeing of his body and mind. One or more of a host of physical and mental illnesses manifests job stress. Job stress leads to poor health and even injury. In some cases, job stress can be disabling. In chronic cases a psychiatric consultation is usually required to validate the reason and degree of work related stress.

V. STRESS MANAGEMENT

High level stress affects the individuals directly and through them, their families and organizations are also affected. Stress management is a wide spectrum of techniques and psychotherapies aimed at controlling a person's level of stress, especially chronic stress, usually for the purpose of improving everyday functioning. In this context, the term 'stress' refers only to a stress with significant negative consequences, or distress in the terminology advocated by Hans Selye, rather than what he calls eustress, a stress whose consequences are helpful or otherwise. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. These can include physical health decline as well as depression. The process of stress management is named as one of the keys to a happy and successful life in modern society. Although life provides numerous demands that can prove difficult to handle, stress management provides a number of ways to manage anxiety and maintain overall well-being.

VI. REVIEW OF LITRATURE

DR.K. Govind, Rev. Fr. Dr. I. Ratchagar, E. Ruby Violet Rani (Nov 2014): Health is a dynamic concept. Results show that there is a significant and negative correlation between job stress and mental health among the college teachers. It is concluded that respondents differ in their level of Mental Health on the basis of gender. Hence female have higher mental health than male respondents.

Dr. Fauzia Khurshid, Dr. Zahir Uddin Butt, Dr. Sufiana K. Malik (2011); Both the teachers working on public and private sector universities reported experiencing occupational stress, however, it was found that public sector teachers experienced more stress than private sector teachers. The results on income show that the teachers with low income experience more occupational role stress than teachers with higher income level.

Dr. V. Antony Joe Raja (2016):It is concluded that good self-perception always helps the individuals in controlling their stress levels and hence there is almost negligible chance for the impact of negative stress levels in the organization.

DikshaGarg&Kavita Rani (October 2014): A majority of the employees face severe stress- related ailments and a lot of psychological problems. Since stress in education sector is mostly due to excess of work pressure and work life imbalance the organization should support and encourage taking up roles that help them to balance work and family. In order to manage stress within the organization, it is recommended that the organization encourage employee development and embark on training interventions for employees.

Reddy and Anuradha (2013) examined the Occupational Stress of teachers working at higher secondary level. It was found that, about 88 percent of higher secondary teachers are experiencing moderate and high levels of occupational stress. To overcome occupational stress, the researchers have suggested some measures which could prove beneficial to teachers in coping with stress are: improve self-esteem, build self-confidence, work on building emotional intelligence competencies, develop a good sense of humour, practice yoga and meditation, exercise regularly, foster a supportive friend circle, cultivate hobbies, develop effective communication skills, and seek professional help, if necessary.

VII. OBJECTIVES OF THE STUDY

- To study various causes of stress that affects the teachers working in colleges.
- To examine the effect of stress on the teachers working in colleges.
- To identify the various techniques adopted by individual for manage stress.

VIII. SCOPE OF THE STUDY

The scope of the study has been limited to 50 college teachers of 2 colleges in Bathinda.

IX. RESEARCH METHODOLOGY

Data collection- Research methodology was used to ensure that data is collected from multiple sources. The primary data is collected through questionnaire and the secondary data includes reference books, journal, research papers and internet.

Study location- Respondents were selected from Bathinda (Punjab).

Sampling Method- This study was conducted by convenience sampling method.

Sample size- 50 teachers from 2 colleges

X. RESULTS AND DISCUSSIONS

Table 1: Gender Wise Classification

GENDER	NO. OF RESPONDENTS	PERCENTAGE
MALE	20	40
FEMALE	30	60
TOTAL	50	100

Source: Compiled by Author

Table 2: Age Wise Classification

AGE GROUP	NO. OF RESPONDENTS	PERCENTAGE
BELOW 25	9	18

26-30	27	54
ABOVE 31	14	28
TOTAL	50	100

Source: Compiled by Author

Table 3: MARITAL STATUS WISE

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
SINGLE	20	40
MARRIED	30	60
TOTAL	50	100

Source: Compiled by Author

Table 4: EXPERIENCE WISE

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
0-5 YEARS	30	60
MORE THAN 6 YEARS	20	40
TOTAL	50	100

Source: Compiled by Author

Table 5: LEVEL OF STRESS

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
LOW	14	28
MEDIUM	27	54
HIGH	9	18
TOTAL	50	100

Source: Compiled by Author

TABLE 6: CAUSES OF STRESS

PARTICULARS	RANK
WORK OVERLOAD	I
JOB INSECURITY	II
POOR WORKING CONDITIONS	IV
NO PARTICIPATION IN DECISION MAKING	V
ADDITIONAL DUTIES	III
POOR PEER RELATIONS	VI

Source: Compiled by Author

From table 6, it is inferred that the work overload (58%) and job insecurity (42%) are the major causes of stress. And also found that, additional duties (38%), Poor working conditions (32%), and no participation in decision making (12%) and lastly the poor peer relations (6%) are the causes of stress.

Table 7: EFFECTS OF STRESS

PARTICULARS	RANK
JOB DISSATISFACTION	III
POOR PERFORMANCE	IV
SADNESS OR DEPRESSION	I
PROBLEM IN BALANCING WORK AND FAMILY	II
LACK OF MOTIVATION	VI
UNABLE TO SLEEP	V

Source: Compiled by Author

From table 7, it is cleared that the majority (60%) of respondents encounter sadness or depression due to stress. 52% respondents face the problem in balancing work and family life and 40% respondents feel job dissatisfaction, 34% respondents feel that stress leads to poor performance, 28% respondents are unable to sleep due to stress and 18% respondents feel lack of motivation due to stress.

Table 8: TECHNIQUES ADOPTED BY INDIVIDUAL FOR MANAGE STRESS

PARTICULARS	RANK
SETTING TIME FOR HOBBIES	VI
MEDITATION AND YOGA	IV
REST	I
SOCIALIZING WITH FAMILY AND FRIENDS	III
PLAYING WITH CHILDREN	II
PHYSICAL EXERCISE	V

Source: Compiled by Author

From table 8, it showed that among the total respondents, 60% respondents say that they manage stress by taking rest, 52% respondents play with children to manage stress and 46% respondents manage stress by socializing with family and friends, 32% respondents do meditation and yoga, 26% respondents do physical exercise and 20% respondents feel that giving time to their hobbies helps in coping with stress at individual level

RESEARCH FINDINGS AND CONCLUSION

Stress is a real challenge for college teachers and their employing institution. A majority of the employees face stress in education sector also. According to study, most of the respondents believed that they face medium level of stress. Stress in education sector is mostly due to high work load, job insecurity and work life imbalance the organization should support and encourage taking up roles that help them to balance work and family. The outcomes of stress are sadness, depression, job dissatisfaction etc. Stress cannot be considered just as an individual issue because reduced job satisfaction and lower productivity has a direct effect on the institution as a whole. In order to manage stress within the organization, it is recommended that the organization encourage employee development and arrange seminar and workshop to reduce stress level and the management must take several initiatives in helping their employees to overcome their stress.

REFERENCES

- [1] Dr. K. Govind, Rev. Fr. Dr. I. Ratchagar, E. Ruby Violet Rani (Nov 2014): Job stress in relation to mental health among the college teachers. Annamalai international journal of business studies & research.
- [2] Dr. Fauziakhrushid, dr. zahiruddin butt, dr. sufiana k. malik (2011): Occupational Role Stress of the Public and Private Sector Universities Teachers Published in LANGUAGE IN INDIA Strength for Today and Bright Hope for Tomorrow Volume 11: 8 August 2011 ISSN 1930-2940.
- [3] Dr. V. Antony Joe Raja (2016): As study on stress management in education sector. International Journal of Education (IJE), Volume 4, Issue 1, Jan-June, 2016, pp. 01-14, Article ID: IJE_04_01_001
- [4] Diksha Garg & Kavita Rani (October 2014): An Analytical Study of Occupational Stress in Education Sector. International Journal of Research (IJR) Vol-1, Issue-9, October 2014 ISSN 2348-6848
- [5] Reddy, L. G., &Anuradha, V. R. (2013). Occupational stress of higher secondary teachers working in Vellore District. International Journal of Educational Planning and Administration , 3 (1), 9-24.
- [6] Introduction of stress accessed from <http://kalyan-city.blogspot.in/2011/03/what-is-stress-meaning-definition-and.html> Retrieved on 13 november2017
- [7] Introduction of stress management accessed from https://en.wikipedia.org/wiki/Stress_management Retrieved on 13 November 2017