

OCCUPATIONAL STRESS MANAGEMENT AMONG COLLEGE TEACHERS IN SIVAKASI

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ABSTRACT

This paper discusses the occupational stress management among college teachers in Sivakasi. Almost all the people are facing stress in their everyday life out of which the working people will have stress both in the work place and their home. It is essential to identify the ways through which the occupational stress was managed by the college teachers. The researcher has collected data from 225 teachers working in colleges. Krushkal wallis test has been used to test the hypothesis, There is no significant different between Age and Causes of occupational stress among college teachers.

Keywords: occupational stress management, stress, college teachers.

I. INTRODUCTION

Stress is a normal part of life. Stress can come from any situation or thought that makes feel frustrated, angry, or anxious. Stress produces numerous physical and mental symptoms which vary according to each individual's situational factors. Stress is a feeling of strain and pressure. Small amounts of stress may be desired, beneficial, and even healthy. Positive stress helps to improve athletic performance. It also plays a factor in motivation, adaptation, and reaction to the environment. Excessive amounts of stress, however, may lead to bodily harm. Stress can increase the risk of strokes, heart attacks, ulcers, and mental disorders. 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.

Stress management can be complicated and confusing because there are different types of stress are acute stress, episodic acute stress, and chronic stress each with its own characteristics, symptoms, duration and treatment approaches. Acute stress deals with the pressures of the near future or dealing with the very recent past. Episodic stress include Longer periods of intermitted depression, anxiety disorders, emotional distress, Ceaseless worrying, Persistent physical symptoms similar to those found in acute stress and Coronary heart diseases, or other heart problems. Chronic stress can lead to memory loss, damage spatial recognition and produce a decreased drive of eating.

The various sources of stress are the environment, social stressors, physiological and thoughts. The environment can attack with intense and competing demands to adjust. The social stressors are having different social role we occupy, such as parent, spouse, caregiver, and employee. Physiological stressors are experienced by affecting our body in various situations and circumstances. The stressors thoughts are sometimes stress provoking, but it is our thoughts that determine whether they are a problem for us.

Stress in the workplace is a commonality throughout the world in every business. Managing that stress becomes vital in order to keep up job performance as well as relationship with co-workers and employers. In order to manage stress in the workplace, employers can provide stress managing programs such as therapy, communication programs, and a more flexible work schedule. Intervention is broken down into three steps: primary, secondary, tertiary. Primary deals with eliminating the stressors all together. Secondary deals with detecting stress and figuring out ways to cope with it and improving stress management skills. Finally, tertiary

deals with recovery and rehabbing the stress all together. These three steps are usually the most effective way to deal with stress not just in the workplace, but overall.

II OBJECTIVES OF THE STUDY

1. To study about the socio economic and demographic profile of the respondents.
2. To find out the level of stress among college teachers during their work.
3. To offer suitable suggestions based on the findings of the study.

III RESEARCH METHODOLOGY

SOURCE OF DATA

The present study was based on primary data as well as secondary data. The data was collected from every possible source.

A. Primary data

The primary data were collected from the customer of the selected private sector banks conducting through interview schedule. In the present study at most care has been taken to reduce the non sampling errors. The researcher has paid attention to reduce response error.

B. Secondary Data

The secondary data have been collected from the standard books, journals, articles and internet.

IV SAMPLING DESIGN

There are Four Arts and Science Colleges in Sivakasi. The numbers of staff worked in four colleges are 562. The researcher has selected Proportionate Random Sampling to select the respondents in the study area. The size of the sample is 225 (i.e. 40 % of 562).

V TOOLS FOR ANALYSIS

The collected data were analyzed with help of following statistical tools.

1. Percentage Analysis
2. Kruskal Wallis test

VI RESULTS AND DISCUSSION

TABLE 1
SOCIO ECONOMIC PROFILE OF THE RESPONDENTS

S.No	Particulars	No.of Respondents	Percentage
Age wise classification of Respondents			
1	Below 25 years	39	17.33
2	26 to 30 years	93	41.34
3	31 to 35 years	41	18.22
4	Above 35 years	52	23.11
Gender wise classification of Respondents			
1	Male	88	39.11
2	Female	137	60.89
Marital status wise classification of respondents			
1	Married	159	70.67
2	Unmarried	66	29.33
Educational Qualification wise classification of respondents			
1	P.G with NET	20	8.89
2	M.Phil	130	57.78
3	Ph.D	75	33.33
Monthly Income Level of respondents			
1	Below Rs.12,000	110	48.89

2	Rs. 12,001 to Rs. 24,000	84	37.33
3	Rs.24,001 to Rs.36,000	10	4.45
4	Above Rs.36, 000	21	9.33
Working Experience of respondents			
1	Less than 5 years	84	37.33
2	5 yrs to 10yrs	87	38.67
3	10 yrs to 15yrs	22	9.78
4	Above 15yrs	32	14.22

Table 1 infers that most of the respondents are in the age group of 26 to 30 years of age. Majority of the respondents are female and married who have completed M.Phil. Most of the respondents are getting monthly income of Below Rs.12,000 with the working experience of 5 years to 10 years.

TABLE 2
LEVEL OF STRESS

S.No	Level of stress	No. of Respondents	Percentage
1	Very low	38	16.88
2	Low	73	32.44
3	Moderate	80	35.56
4	High	26	11.56
5	Very high	8	3.56
Total		225	100.00

It inferred that 35.56 per cent of the respondents are having moderate level of stress.

TABLE 3
SUITABLE SUGGESTIONS

S.No	Suggestion	No.of Respondents	Percentage
1	Conducting Seminars on Stress Management	41	18.22
2	Arranging tour trip	71	31.56
3	Arranging competitions	64	28.45
4	Arranging sports programs	49	21.77
Total		225	100.0

It is clear that 31.56 per cent of the respondents are suggested that arranging tour trip programs for the college teachers to reduce their stress level

VII HYPOTHESIS TESTING

HYPOTHESIS - 1

"There is no significant different between Age and Causes of occupational stress among college teachers"

To test the above hypothesis, kruskal wallis test has been applied by using SPSS and the result is presented in Table

TABLE 4
CROSS TABULATION: AGE AND CAUSES OF STRESS

	Age wise Classification	N	Mean Rank
Causes of stress	Below 25	39	128.74
	26 to 30	93	113.23
	31 to 35	41	112.63
	Above 35	52	101.08
	Total	225	

Source: Computed data

From the above Table 4.29, it is found that the mean rank of Below 25 years is 128.74; 26 years to 30 years is 113.23; 31 years to 35 years is 112.63 and for above 35 years is 101.08. The result of Kruskal Wallis test is presented in Table 4.29.1

TABLE 4.1
AGE OF THE RESPONDENTS AND CAUSES OF THE STRESS
KRUSKAL WALLIS TEST

Particulars	Causes of stress
Chi-Square	4.590
Df	3
Asymp. Sig.	.204

Source: Computed data

From the above results, it is found that the significant value for Kruskal Wallis test is 4.590 which is more than the acceptable level of 0.05.

Hence, the **null hypothesis is accepted** and it is concluded that **there is no significant difference between the age of the respondents and causes of stress**. It is inferred that the age of customers is differ from the causes of stress.

VIII FINDINGS

The findings of the researcher study are reported below

1. It is clear that 41.34 per cent of the respondents are falls under the age group of 26 years to 30 years.
2. It is clear that 60.89 per cent of the respondents are female.
3. It is evident from the study 70.67 per cent of the respondents are married.
4. It found that 57.78 per cent of the respondents are qualified at M.Phil degree.
5. It is understood that 38.67 per cent of the respondents having working of experience of 5 years to 10 years at college level.
6. It is understood that 48.89 per cent of the respondents are earning below Rs. 12,000 per month.
7. It inferred that 35.56 per cent of the respondents are having moderate level of stress.
8. It is found that 37.78 per cent of the respondents are feeling work tension in their institution.
9. An analysis of the frequency of stress symptoms has revealed that 64.44 per cent of the respondents having symptom of high blood pressure due to stress.
10. From the above analysis 31.10 per cent of the respondents felt that rabidly heartbeat is their problem due to stress.

IX SUGGESTIONS

1. 3.56% of the respondents felt that their level of stress is very high. Hence it is suggested that, the management should provide some relaxation techniques to the staff members.
2. According to the study 37.28% of the respondents have a lot of tension at their workplace. Thus the study suggested that the employees must reduce their tension at workplace and they should follow some meditation practices.
3. 31.56% of the respondents suggested the institution to arrange tour trip for relaxing their minds. So the study suggested to hear the words of employees.
4. 51 respondents felt that their break time is too short. Hence it is suggested that the management should consider the voice of employees.
5. 41 respondents felt that they dumped with paper work. In this upgraded technological world, the colleges should reduce the paper work and they may be concentrated on latest technologies like online examination.
6. Based on the finding of the study, college teachers felt hopeless at their working environment, Thus it is suggested that the institution must give some workshops, seminars and conferences for the exclusive benefits of the teachers.

X CONCLUSION

The study is an attempt to express the stress management of the college teachers in their occupation. The college teachers are also played an important role in the society. Because they only make the leaders of tomorrow. So, the researcher gives more important to them. The occupational stress among the college teachers ought to be a matter to grave concern for one and all. The occupational stress weakens the efficiency of the teachers. It is beyond doubt that stress within teaching has far reaching consequences on the entire system of education. Based on the findings of the study, some of the useful suggestions are provided. If the above suggestions will be carried out by the respective institutions, the youth of today will be the leaders of tomorrow. It all will be possible through healthy and wealthy teachers.

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