

# “STRESS AND STRESS MANAGEMENT STRATEGIES AMONG THE TEACHING FACULTY”

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## ABSTRACT

Teachers are the most resourceful persons not only for schools and colleges but also for the society. They shape the society through their mighty intervention in the life of students. Stress is unavoidable part of life due to increasing workload and complexities in daily life. Now-a-days the world is said to be world of achievement and also the world of stress. Stress is anywhere and everywhere, whether it is in family, friends, business, institute or society. Right from birth to death, each and every individual exposed to stress. In this present study, the investigator explored the pertinent factors relating to Job Stress among Teachers by reviewing the relevant literatures from the previous studies. The analysis of studies related to job stress, revealed that stress among teachers are very high level in the present scenario. Hence, the government needs to be aware of these factors of stress and to take necessary steps along with private management, in order to reduce job stress among teachers.

**Keywords:** Job stress, teaching faculty, school teachers, college teachers.

## I. INTRODUCTION

Stress is unavoidable part of life due to increasing workload and complexities in daily life. Now-a-days the world is said to be world of achievement is a world of stress. Stress is anywhere and everywhere, whether it is in family, friends, business, institute or society. Right from birth to death, each and every individual exposed to stress. Walter Cannon, An early of stress, he began on stress research in 1914 (cited in Seaward 1997). He found in his study, stress reaction as "Fight to flight". This response that occurs in an emergency situation in which on individual must either to tackle or escape from emergency situation. Dr. Selye Hans said "Without stress, there would be no life" Olpin Micheal and Helson Margie (2010, 2007)

Swami Vivekananda has said, " The true teacher is who can immediately come down to the level of student and transfer his soul to the students soul and understand through his mind such as teacher can really teach and non else". It is the responsibility of a teacher to provide quality of education. Every teacher must have the professional satisfaction in order to achieve their objectives and aims.

According to Tagore, "If the teacher does not himself possess learning, how can he impart it to others? He is like a lamp, lighting other lamps. But a lamp cannot put light into other lamps if it does not itself burn and shed light.

The teacher, who merely repeats bookish knowledge mechanically, can never teach anything and can never inspire, without proper inspiration independent creative facilities can never develop".

National Institute of Occupational Safety and Health (NOISH) defines occupational stress as "The harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the worker.

Teaching is also one of the stressful professions like many other professions. They have to perform multiple roles and responsibilities. Not only this, they have to maintain cordial relationship with Management Principal and Colleagues. On job stress can be termed as Physical and Emotional responses that occur when the requirements of the job do not match with the capabilities, resources or needs of the Institutions.

According to Kyriacou (1987) defines, "Teacher stress as the experience by a Teacher of unpleasant emotion such as tension frustration, anger and depression resulting from aspects of his work as a Teacher.

## **II. RELATED WORK**

The author focused on business faculty perception of job stress. They found that the Teachers having less experience and inadequate facilities are being faced more stress [1]. The author focused in this study on Government University Faculty Stress. They point out stress factor as rewards and recognition, Time constraint, Professional identity, Departmental influences and student interaction based of FSI factor. In addition to that the author also adds some factors like University status, Faculty work load and research work. The result shows that higher management should focus on University as well as faculty problems [2]. This study focused on higher education faculty stress in order to identify jobs stress among faculty. The author used both Public and Private Business schools. The Author revealed that Private sector faculties are faces more stress compare to public sector business school faculties. The results shows that work load and Student's related issues are the most stressful factor [3].

The Author focused in this study to find out the factors affecting stress and their coping strategies [4]. They found that female lecturers are being faces more stress than male both in home and work place. They found that, Teaching is a stressful occupation. Engineering college teachers are affected in role and ambiguity and group pressure.

They found that, University teachers are experienced moderate to high level of stress. They focused on B.Ed teachers, who are working to produce future teachers. The teacher who thought for the future teachers is stressful. There is no doubt he/she will directly/indirectly get affected by stress. The results found that imperative steps can be taken to enable these teachers to handle stress more effectively [5].

He focused on secondary school teachers job stress, the results shows that workload as positively related with feelings of job stress [6]. They focused on level of occupation stress and health among teachers educators. The result shows that teacher educators experienced moderate level of stress. It indicates that gender and marital status have impact on stress. It is also having positive impacts upon health [7].

The study evaluates and compares the level of on stress between teachers and software professions. The result shows that it professionals experienced high level of stress with peer group and teacher experienced high level

of stress due to work overload and working conditions. Stress at work needs careful monitoring and to eliminate stress with the help of an organizational change and effective stress management [8].

The study examined to factors causing teachers educators stress. The result reveals that there is significant between teachers who have softy and more studs and handling more than 4 periods per day and having less than 3 years of experience. They are facing more stress [9]. They focused on an analysis of work stress among college teachers. The result shows that teachers having heavy workload and students low performance leads to more stress [10].

Stress is experienced by all in their everyday lives, in a wide variety of situations and settings. It is natural and unavoidable feature of life experienced at one time or another by their vast majority of those engaged in professional work. They found that women teachers affected by stress at the age of 33. It covers the maximum age group of 37 - 48. It happened mainly due to family situation, society pressure, school administration and also from government side. In order to control, they provide some suggestion like exercise, massage, have a good cry, journaling etc. [11].

The work of teacher is physically and mentally challenging. A teacher needs to use a lot of energy in daily life. Both from personal and family commitments [12]. The Study focused on private medical and engineering teacher's level and perception of job stress. They found that overall perceptions of stress are based on role conflict. They provide some implications for stress management program [13].

They pointed out work related stress of Pakistani Private School teachers. The result shows that stressful job reduces the performance. Due to heavy workload and time pressure the teachers are not capable to handle work life with family life which causes some serious social problems [14]. Teachers have always been the centre of attention in the classroom, yet ironically their concerns and needs have not always been addressed in the same way [15].

The Present study focused on primary government and private school teacher's stress. They found that primary school teacher are being faced high stress in that private primary school teachers school teacher are having high stress compare to government primary school teachers[16]. The Study focused on level of occupational stress of government and under higher secondary school teachers giving in different socio cultural and different economic situations. The result shows that the teacher who having high stress they have less satisfaction and frequency of absence [17].

They focused on effects of stress related issues related to private college teachers and their performance. They found that stress affects the reward system and it positively affects the efficiency of employee [18].

### **III. STRESS MANAGEMENT STRATEGIES**

#### **3.1. Avoid unnecessary stress**

Not all stress can be avoided, and it's not healthy to avoid a situation that needs to be addressed. You may be surprised, however, by the number of stressors in your life that you can eliminate.

2. **Learn how to say "no"** – Know your limits and stick to them. Whether in your personal or professional life, refuse to accept added responsibilities when you're close to reaching them. Taking on more than you can handle is a surefire recipe for stress.



3. **Avoid people who stress you out** – If someone consistently causes stress in your life and you can't turn the relationship around, limit the amount of time you spend with that person or end the relationship entirely.
4. **Take control of your environment** – If the evening news makes you anxious, turn the TV off. If traffic's got you tense, take a longer but less-traveled route. If going to the market is an unpleasant chore, do your grocery shopping online.
5. **Avoid hot-button topics** – If you get upset over religion or politics, cross them off your conversation list. If you repeatedly argue about the same subject with the same people, stop bringing it up or excuse yourself when it's the topic of discussion.
6. **Pare down your to-do list** – Analyze your schedule, responsibilities, and daily tasks. If you've got too much on your plate, distinguish between the "should" and the "musts." Drop tasks that aren't truly necessary to the bottom of the list or eliminate them entirely.

#### **A) Alter the situation**

If you can't avoid a stressful situation, try to alter it. Figure out what you can do to change things so the problem doesn't present itself in the future. Often, this involves changing the way you communicate and operate in your daily life.

b) **Express your feelings instead of bottling them up.** If something or someone is bothering you, communicate your concerns in an open and respectful way. If you don't voice your feelings, resentment will build and the situation will likely remain the same.

c) **Be willing to compromise.** When you ask someone to change their behavior, be willing to do the same. If you both are willing to bend at least a little, you'll have a good chance of finding a happy middle ground.

d) **Be more assertive.** Don't take a backseat in your own life. Deal with problems head on, doing your best to anticipate and prevent them. If you've got an exam to study for and your chatty roommate just got home, say up front that you only have five minutes to talk.

e) **Manage your time better.** Poor time management can cause a lot of stress. When you're stretched too thin and running behind, it's hard to stay calm and focused. But if you plan ahead and make sure you don't overextend yourself, you can alter the amount of stress you're under.

#### **f): Adapt to the stressor**

If you can't change the stressor, change yourself. You can adapt to stressful situations and regain your sense of control by changing your expectations and attitude.

g) **Reframe problems.** Try to view stressful situations from a more positive perspective. Rather than fuming about a traffic jam, look at it as an opportunity to pause and regroup, listen to your favorite radio station, or enjoy some alone time.

h) **Look at the big picture.** Take perspective of the stressful situation. Ask yourself how important it will be in the long run. Will it matter in a month? A year? Is it really worth getting upset over? If the answer is no, focus your time and energy elsewhere.

i) **Adjust your standards.** Perfectionism is a major source of avoidable stress. Stop setting yourself up for failure by demanding perfection. Set reasonable standards for yourself and others, and learn to be okay with “good enough.”

j) **Focus on the positive.** When stress is getting you down, take a moment to reflect on all the things you appreciate in your life, including your own positive qualities and gifts. This simple strategy can help you keep things in perspective.

### **B) Accept the things you can't change**

Some sources of stress are unavoidable. You can't prevent or change stressors such as the death of a loved one, a serious illness, or a national recession. In such cases, the best way to cope with stress is to accept things as they are. Acceptance may be difficult, but in the long run, it's easier than railing against a situation you can't change.

i) **Don't try to control the uncontrollable.** Many things in life are beyond our control— particularly the behavior of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems.

ii) **Look for the upside.** As the saying goes, “What doesn't kill us makes us stronger.” When facing major challenges, try to look at them as opportunities for personal growth. If your own poor choices contributed to a stressful situation, reflect on them and learn from your mistakes.

iii) **Share your feelings.** Talk to a trusted friend or make an appointment with a therapist. Expressing what you're going through can be very cathartic, even if there's nothing you can do to alter the stressful situation.

iv) **Learn to forgive.** Accept the fact that we live in an imperfect world and that people make mistakes. Let go of anger and resentments. Free yourself from negative energy by forgiving and moving on.

### **C) Make time for fun and relaxation**

Beyond a take-charge approach and a positive attitude, you can reduce stress in your life by nurturing yourself. If you regularly make time for fun and relaxation, you'll be in a better place to handle life's stressors when they inevitably come.

i) **Set aside relaxation time.** Include rest and relaxation in your daily schedule. Don't allow other obligations to encroach. This is your time to take a break from all responsibilities and recharge your batteries.

ii) **Connect with others.** Spend time with positive people who enhance your life. A strong support system will buffer you from the negative effects of stress.

iii) **Do something you enjoy every day.** Make time for leisure activities that bring you joy, whether it be stargazing, playing the piano, or working on your bike.

iv) **Keep your sense of humor.** This includes the ability to laugh at yourself. The act of laughing helps your body fight stress in a number of ways.

### **D) Adopt a healthy lifestyle**

You can increase your resistance to stress by strengthening your physical health.

- i) **Exercise regularly.** Physical activity plays a key role in reducing and preventing the effects of stress. Make time for at least 30 minutes of exercise, three times per week. Nothing beats aerobic exercise for releasing pent-up stress and tension.
- ii) **Eat a healthy diet.** Well-nourished bodies are better prepared to cope with stress, so be mindful of what you eat. Start your day right with breakfast, and keep your energy up and your mind clear with balanced, nutritious meals throughout the day.
- iii) **Reduce caffeine and sugar.** The temporary "highs" caffeine and sugar provide often end in with a crash in mood and energy. By reducing the amount of coffee, soft drinks, chocolate, and sugar snacks in your diet, you'll feel more relaxed and you'll sleep better.
- iv) **Avoid alcohol, cigarettes, and drugs.** Self-medicating with alcohol or drugs may provide an easy escape from stress, but the relief is only temporary. Don't avoid or mask the issue at hand; deal with problems head on and with a clear mind.
- v) **Get enough sleep.** Adequate sleep fuels your mind, as well as your body. Feeling tired will increase your stress because it may cause you to think irrationally.

#### **IV. CONCLUSION**

The review of studies related to job stress, revealed that stress among teachers are very high level in the present scenario. Factors like work overload, poor infrastructural facilities, conflict with management and peer, student interaction and inadequate salary were discussed in these studies among the teachers group from primary level to college level. The most among them are inadequate salary and work overload. According to these studies, teachers with job stress cannot deal with their life positively and it obviously affects their work life.

Almost all the studies about job stress apparently concluded that stress is able to spread extreme negative impacts on work life. Some studies have revealed out the fact that teachers who are most interested in increasing students' performance reported higher stress, particularly; female teachers have suffered from greater stress than that of male teachers. Some studies show that teachers who have lesser experience having more stress and the teachers who handle more than four periods per day have suffered from high level of stress. Thus, the government needs to be aware of these factors of stress and to take necessary steps along with private management, in order to reduce job stress among teachers.

Are Happy Workers Productive workers? Or Is Productive worker happy worker?

Obviously, the happy teachers (stress free workers) can be productive teachers!!!

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