



Level of Stress Experienced by Saurashtra University Employees: Towards Developing A Stress Management

KEYWORDS

Stress, stress management

Mr. Vaju B Jadav

Assistant Professor, Department of MBA, Saurashtra University, Rajkot

ABSTRACT *The research determined the level of stress experienced by Saurashtra University employees. The Sample of Respondents taken from the three levels of positions; like, the top management, middle management, and Rank and File. The Rahe and Holmes stress questionnaire was used to collect the data. The researcher has tried to establish the relationship of level of stress experienced with personal characteristics like age, gender, number of family members and income and job position. It was found from the research that the middle level employees experienced the highest degree and level of stress compared to the other job positions. As to the relationship job position is correlated with job stress, but personal characteristics are not correlated to job stress. The research provided a stress management program for the employees of the University because it was determined that productivity and stress are negatively correlated. It is imperative to minimize and controlled the stress to make employees more productive.*

1. Introduction

Stress put impact on the performance of the employees in the organization consequently it makes the employee frustrate and lead to poor performance. organization also supposed to bear the cost for it. yet stress is not given importance. Stress having major impact in various community like medical community, stress is one of the major causes of illnesses like migraine, stroke, eczema, a weak immune system and many other diseases.

The prevalence of job stress is worldwide. In the United States, Suzukamo Newsroom and Davis (1997) reported that 30 percent of executives believe that their work has adversely affected their health; 40 percent of workers wonder whether or not they are going to have a job next year; 69 percent of workers reported that health problems related to stress made them less productive; and 34 percent of American workers expected to burn out on the job soon.

In Japan, the chief executive of at least 12 major Japanese companies including Seiko, Epson, Kawasaki Steel, and Nippon Airways died suddenly during a seven-month period. Many experts think that stress maybe a prime contributor to the death of these executives (Robbins, 1993).

A number of factors like environmental, organizational and individual moderated by individual differences cause an employee to feel stress. The more frequently these factors occur and the more intensely they are experienced by the employee, the greater the stress that he experiences; job related tension tends to decrease job satisfaction and performance.

Stress is defined as an imbalance between demand and resources or as occurring when pressure exceeds one's perceived ability to cope. Moreover, it is a person's physiological response to an internal or external stimulus that triggers the fight-or-flight response. It is experienced by an individual if some factors, called stressors, stimulate the feeling of hopelessness, lack of coping mechanism, and pressure. It causes individual to become disoriented and imbalanced.

With these impacts and effects of stress to individuals, level of stress experienced by employees of organizations should be studied. The first step in solving unproductiveness and disorientation is to know the level of stress that employees go through. Once the level of stress is identified, the organization can come up with good programs for stress management for its employees. It was in the context that the

researcher was able to conceptualize the research paper entitled "Level of Stress Experienced by Saurashtra University Employees: Towards Developing a Proposed Stress Management Program" The paper aimed to identify the level of stress experienced by the different levels of employees of the said university. The research compares the level of stress of the different types of employees of the university. Based from the outputs of the study, the researcher proposed a Stress Management Program.

1.1 Statement of the Problem

The study designed an effective stress management program for Saurashtra University Employees.

Specifically, it answered the following problems:

1. What is the level of stress experienced by the
 - 1) Rank-and-File
 - 2) Middle Management, and
 - 3) Top Level Management?
2. What is the correlation of job position and level of stress? and;
3. What is the stress management program that could be designed which suits the needs of Saurashtra University employees?

2. Methodology

The research used a descriptive-correlation design. The employees of Saurashtra University were the population of this study. The researcher interviewed 50 employees of the rank and file (35 faculty members and 15 staff), 6 deans and heads of the support colleges and departments and 2 top level management employees. The primary source is self-administered survey questionnaires distributed to 75 rank and file, 8 middle management and 4 top level management employees. Weighted mean was the basis of the level of stress experienced. The Pearson r was used in determining the significant relationship between the job stress and individual characteristics such as age, gender, income and number of family members. The significant relationship between job stress and job position was analyzed using the Chi-Square.

3. Results and Discussion

3.1 Individual Characteristics

Majority of the top level management employees have ages

ranging from 41-50, receive P70000-P135000 income and have 3-4 family members. On the other hand, most of the middle level employees are aged 41-50, female, receive from P35000-P50000 income, and have 5-6 family members. Finally the faculty and staff ranging from 21-30, female, receive below P20000 income and have 5-6 family members. In addition, the gender profile of the top level employees are equally distributed, while the middle level employees have 25% female and 75% male, and for the faculty members, 75% are males and 25% are females. Lastly for the support staff, 33% are females and only 67% are the males.

3.2 Level of Stress

The top level employees experience NORMAL physical, behavioral and emotional stress with a weighted mean of 5.12, 5.22 and 5.08 stress levels, respectively. The middle level employees experience the highest stress level with an overall weighted mean of 3.68 and they are STRAINED from their work. For the faculty members, their stress level is balanced (4.88) and for the support staff they experience balanced stress levels with an overall mean rating of 3.52. Using the Holmes and Rahe Scale, 53% of the middle managers have high level of stress; 75% of the top level managers have slight level of stress; and 70% of the faculty and 67% of the staff employees also have slight levels of stress.

3.3 Relationship of Job Stress to Individual Characteristics and Job Position

Job stress is no in any way related to individual characteristics such as age, gender, income and number of family members. However, job stress has a positive and significant relationship with job position, in which case, middle level management experience the highest level of stress in the organization as indicated by the computed contingency coefficient.

3.4 Coping Mechanism

The university employees cope with stress by exercising at the gym (92%), attending classes of meditation (67%), and planting and gardening (56%)

4. Conclusion

At Saurashtra University, the normal number of family members range from 3-6 members. The management experienced the highest level of stress simply because they have to balance their interrelations with both the top level management and the rank and file employees. They are the one's directly involved in the two positions and this make it more difficult to handle. Moreover, they are the "implementers" of the policies of the University and higher workload is given to them. Their personal contact with both the top level employees and subordinates may make them more vulnerable to stress. A positive and significant relationship between job stress and job position exists.

4.1 Recommendation

The high level of stress experienced by middle management employees is alarming and critical. With this a stress management program is recommended and should be given to the employees of the University especially to the middle level employees. This can be in the form of seminar-workshops on the following topics: habits of highly effective people, people empowerment, conflict management and human relations skills, time management techniques, social support networking, and spirituality. The University should have a wellness program for the middle management employees. This includes health care and relaxation activities such as ballroom dancing, aerobics, walking, jogging, and swimming.

The Commission on Higher Education (CHED) should make a policy requiring all educational institutions to provide their employees a stress management program.

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